



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

Toll Free Fax: (877) 825-7564

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# Job Board Posting



Careers.Indigenous.Link

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## Recruiting Manager

<b>Job ID</b>	<b>5C-91-58-2D-2C-78</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=5C-91-58-2D-2C-78">https://careers.indigenous.link/viewjob?jobname=5C-91-58-2D-2C-78</a>	
<b>Company</b>	Optimum Staffing Leaders	
<b>Location</b>	Toronto, Ontario	
<b>Date Posted</b>	From: 2021-04-21	To: 2021-10-18
<b>Job</b>	Type: Full-time	Category: Human Resources
<b>Job Start Date</b>	September 2021	
<b>Job Salary</b>	70,000\$ To 80,000\$	
<b>Languages</b>	English	

### Description

OSL is seeking a Recruitment Manager to oversee end-to-end talent selection and acquisition for the Canadian office. The Recruitment Manager will develop an ongoing strategic business partnership with team leadership members within the region to assess and determine workforce needs ahead of time. In addition, he/she will lead and manage the day-to-day operations.

You will partner with underrepresented communities to promote OSL hiring needs and to sponsor and mentor OSL staff and clients with shared vision, mission, and strategy to ensure D&I is at the forefront of all OSL processes, decisions, teams, and ways of doing business. This role will also be responsible for providing D&I input into training and education programs, as well as partnering with our clients on key initiatives.

#### Contribution and Responsibilities

- Manage the day-to-day recruitment operations for the Canada.
- Responsible for the strategic direction, methodologies, and delivery of full cycle recruitment in Canada.
- Develop creative brand, marketing, and sourcing strategies and techniques that will attract key talent for hard-to-fill positions
- Responsible for ongoing creativity and development of candidate-employee collateral and marketing materials in conjunction and collaboration with Marketing.
- As the senior functional lead, build and establish a strategic partnership and alignment with the respective leaders in the Americas.
- Participate in HR regional and/or HR global leadership strategic initiatives as needed. Can be a project lead or a driver for Talent related initiatives
- Oversight and responsibility for HRIS data integrity and tracking for the Canada .
- Provide monthly and quarterly recruitment metrics and scorecards to respective regional leadership as well as to HR global leadership
- Providing strategic thought leadership driving Region D&I business plans in alignment with the recruiting strategy
- Advising, mentor/coach and guide to build cultural competence and inclusive skills to further unlock employee engagement capabilities
- Offering consultative support to recruiters and clients
- Contributing to the global D&I strategy and execution
- Driving accountability by measuring and analyzing results, highlighting areas of strength and areas of improvement and identify action steps to remedy
- Providing consultative support to identify opportunities, interventions, and initiatives for improvement.
- Building strong relationships to develop a deep understanding of the D&I to increase awareness
- Driving cultural change in support OSL ability to attract and retain world diverse talent
- Recognizing and respond to regional needs by providing tailored strategies and solutions to enable appropriate cultural awareness and change

Requirements:

• Knowledge of general recruiting principles and practices

• Flare for creative and out-of-the-box recruitment sourcing and branding of the candidate experience

• Experience in improving end-to-end recruitment process and program

• Must have a minimum of 5 years functional experience as a strategic and thought partner to site or regional leadership.

• Seasoned recruiter with 7 years of experience in the Talent/Recruitment function

• 5 years experience leading and managing the recruitment operations for multiple geographic locations in North America as well as a team of recruiters

• Seasoned and experienced in Exempt recruitment within a IT and/or software development company

• Must be a team player with willingness to take on responsibility while delivering timely customer service

Education:

Bachelors

(Bachelors of Technology is highly desirable)

Certifications

AIRS CIR Certified Professional is mandatory

### **Credentials**

AIRS CIR Certified Professional is mandatory

LinkedIn certification

Experience in Application Tracking Systems (ATS)

### **Work Environment**

Home office until Covid situation permit

### **How to Apply**

Email: [rene.elhadad@oslcorp.ca](mailto:rene.elhadad@oslcorp.ca)