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
L9 P23 R4074 HWY 596 - Box 109
Keewatin, ON P0X 1C0

Human Resources Information System & Analytics Manager

Job ID	**61268-en_US-6626**
Web Address	https://careers.indigenous.link/viewjob?jobname=61268-en_US-6626
Company	TC Energy
Location	Calgary, AB
Date Posted	From: 2019-11-13 To: 2050-01-01
Job	Type: Full-time Category: Resource Sector

Description

 Human Resources Information System & Analytics ManagerReference Code: 61268
 Location: Canada (CA) - Calgary, AB Job Category: Human ResourcesEmployment Type: Employee Full-timeRelocation Eligibility: This position is not eligible for our relocation programApplication Deadline: 11/26/2019 We all need energy. It warms our homes, cooks our food, gives us light, and gets us where we need to go. It also improves our quality of life in countless other ways. At TC Energy, our job is to deliver that energy to millions of people who depend on it across North America. And we take our job very seriously. Guided by our values of safety, integrity, responsibility and collaboration, we develop and operate our facilities safely, reliably and with care for our impact on the environment. With our presence across the continent, our people play an active role in building strong communities. We’re proud of how our hard work and commitment sets us apart and benefits society, every day. We’re looking for new team members who share our values and are ready to take on exciting challenges. The OpportunityAs part of the Human Resources Shared Services team, this role will lead and provide strategic direction for two key functions in the HR Shared Services group; HR Information Systems (HRIS) and HR Reporting and Analytics. This role will include day-to-day systems operations and developing the overall implementation of a reporting and analytics strategy for HR. This position is responsible for stewarding Human Resources Information Systems, developing plans to address client needs and ensuring these needs are reflected in a comprehensive HRIS Strategic Plan. In addition, will lead the HR Reporting and Analytics function to create data-driven insight-led culture and evolve the people analytics process and technology. The position will partner with the Information Services (IS) team and other stakeholders to provide direction on HR systems and analytics projects ensuring they are delivered on schedule, within the approved budget and to client satisfaction. The successful candidate is also responsible for overseeing the delivery of HR Services projects relating to SAP Employee and Leader self-service including Time Management, Organization/Position Management and Reporting. What you'll do
- Lead teams of HR systems and analytics professionals, which includes providing direction, monitoring progress against service level metrics, providing feedback, coaching and support, identifying training and development opportunities, resolving performance issues and ensuring effective succession planning
- Build a team of reporting & analytics professionals who are responsible for providing valued insights related to HR data and trends
- Develop an HR analytics strategy and lead the organization toward a data driven, insights led culture to drive business outcomes
- Implement the processes and technology required to accommodate requests from analytics and reporting
- Create collaboration between HRIS, HR Analytics and IS to develop an HR data and systems infrastructure strategy to support HR and business clients
- Accountability to ensure that processes and procedures are in place to effectively manage the HR Systems and Master Data Management & Reporting
- Partner and collaborate with HR colleagues and participate in cross operational meetings to identify where technology can support continuous improvement of HR process and contribute to the effective delivery of HR Systems
- Partner and collaborate with other corporate business areas to ensure effective integration of HR information and processes across corporate system landscape
- Some travel within Canada, US and Mexico may be required

- Other tasks as required.

Minimum Qualifications

- Undergraduate degree in Business, Computer Science or related field
- Minimum 15 years of related leadership experience, including experience leading in HR or IS on reporting and analytics and systems management
- Advanced data analytics skills and experience in best practices for data management, data warehousing and strategic analytics
- Experience working as a leader with significant fiscal responsibility for budgets and headcount
- An equivalent combination of education and relevant work experience would be considered
- Thorough knowledge of Human Capital Management Solutions and related software (SAP HR Modules, Power BI, SuccessFactors and Service Now are preferred)
- Proficient in MS Office applications: Word, Outlook, Excel, PowerPoint, SharePoint
- Proficiency in French and/or Spanish would be considered an asset.

Preferred Qualifications

- Experienced leader who has the demonstrated ability to develop clear recommendations to progress strategy
- Demonstrated ability to integrate teams to achieve common results and drive performance
- Demonstrated understanding of data visualization best practices and data interpretation
- Continuous improvement mind-set using data to drive results
- Ability to prioritize and influence priorities to ensure on-time, on budget delivery
- Demonstrated success in leading, motivating and empowering a high performing Systems or similar teams in HR, IS or in an analytics capacity
- Excellent interpersonal skills - works collaboratively with functional, cross-functional and technical teams to build effective working relationships
- Strong knowledge of HR core functional processes, experience working in an HR Systems environment
- Strategic mindset with experience in leading many initiatives with strong execution and implementation skills
- Demonstrates initiative and makes sound judgement to effectively resolve issues
- Strong written and oral communication skills, with an emphasis on tact and diplomacy
- Accountable to meet commitments while consistently delivering results within required timelines
- Proven systems thinker with strong analytical, process and problem resolution skills
- Ability to leverage data and analytics effectively to manage metrics
- Ability to deal with confidential information and materials.

Apply now!Apply to this posting by 11/26/2019 using reference code 61268. You must apply through our jobs system at jobs.tcenergy.com. Only applications submitted through our system will be acknowledged. Use a desktop or laptop computer to avoid system errors.TC Energy is an equal opportunity employer. Learn moreVisit us at TCEnergy.com and connect with us on our social media channels for our latest news, employee stories, community activities, and other updates.Thank you for choosing TC Energy in your career search. * Depending on qualifications, the successful candidate may be offered a position at a more appropriate level and/or ladder.* Applicants must have legal authorization to work in the country in which the position is based with no restrictions.* All positions require background screening. Some require criminal and/or credit checks to comply with regulations. * TC Energy is an Equal Opportunity Employer and is committed to provide employment opportunities to all qualified individuals, without regard to race, religion, age, sex, color, national origin, sexual orientation, gender identity, veteran status, or disability. Accommodation for applicants with disabilities is available on request during the recruitment process. Applicants with disabilities can request accessible formats or communication supports by contacting careers@tcenergy.com.

For more information, visit TC Energy for Human Resources Information System & Analytics Manager