



# 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

Date Printed: 2024/05/02

## Manager, Human Resources Governance

**Job ID** 72304-en\_US-1596

**Web Address**

[https://careers.indigenous.link/viewjob?jobname=72304-en\\_US-1596](https://careers.indigenous.link/viewjob?jobname=72304-en_US-1596)

**Company** TC Energy

**Location** Calgary, AB

**Date Posted** From: 2020-08-06

To: 2050-01-01

**Job** Type: Full-time

Category: Resource Sector

### Description

Manager, Human Resources Governance Reference Code: 72304 Location: Canada (CA) - Calgary, AB

Job Category: Human Resources

Employment Type: Employee Full-time

Relocation Eligibility: This position is not eligible for our relocation program

Application Deadline: 08/12/2020 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 Opportunity

Reporting to the Director, Total Rewards and HR Governance, the Manager of HR Governance will be responsible for leading the team of individuals responsible for all HR Governance functions, including creating, implementing and maintaining employment practices, policies, compliance with various employment legislation across North America, overseeing respectful workplace investigations, and supporting the labor relations strategy at TC Energy.

#### What you'll do

- Provide coaching, direction and oversight to the team
- Responsible for all employee management activities for the team, including development of annual goals and development plans, on-going performance management, etc.
- Work with the Labor Relations Lead to effectuate bargaining strategies that enable business objectives, using a collaborative approach with business leadership to ensure consistency in strategy and execution of labor negotiations
- Responsible for managing all labor agreements within TC Energy, include leading negotiations,

serving as spokesperson, advising and coaching business leaders and the HR team on employee relations trends, etc.

- Lead a team of investigators and conduct confidential investigations involving sensitive and complex investigations of improper, illegal, harassing or discriminating activities
- Ensure TC Energy is compliant with employment legislation in all jurisdictions we operate
- Build and maintain collaborative client relationships with other stakeholders across HR, Legal, Corporate Compliance, business leaders, etc.
- Stay current on legislative trends and changes to ensure HR policies and practices meet all compliance standards
- Partner with various stakeholders within and external to HR to provide timely delivery of employment practices and programs that directly support the accomplishment of organizational objectives
- Partner with other HR teams to develop and maintain fit for purpose organization HR Compliance training materials and programs
- Participate actively as a member of the Total Rewards and HR Governance Leadership team.
- Responsible for ensuring a robust Emergency Management Program for HR

#### Minimum Qualifications

- Bachelor or Master's Degree in Human Resources Management or Industrial Relations
- 15+ years of experience in Human Resources, including Labor Relations function
- Labor Relations leadership experience, including experience in a labor contract negotiation
- Strong knowledge of human resources functions including employee relations, employee and management coaching, and mediation
- Demonstrated leadership ability in a fast paced, high stress business environment. Must be able to effectively manage and execute tasks with multiple conflicting priorities

#### Preferred qualifications

- Experience with investigative practices and methods
- Strong interpersonal skills with ability to proactively and effectively foster good working relationships, handle high-stress or politically sensitive issues
- Strong written and verbal communication skills
- Strong reasoning skills, including the ability to interpret and apply policies in a logical, consistent, and legally supported manner
- Demonstrated ability to be an effective listener and observer possessing the ability to translate data/knowledge into appropriate action
- Demonstrated project management skills. Includes identifying needs based on business objectives, formulating a plan of action and effective execution of the plan
- High degree of professionalism; takes an unbiased approach when handling highly sensitive and confidential issues
- Competent user of computer technology with emphasis on SAP, Share Point, Microsoft Office desktop tools, research tools and electronic communications such as Outlook, etc.
- Some travel may be required

#### About our business

TC Energy (formerly TransCanada) is a leading energy infrastructure company in North America. We have three complementary businesses of natural gas pipelines, liquids (oil) pipelines, and power

generation. Our operations span three countries, seven Canadian provinces, and 34 U.S. states. Our 4,900-kilometre (3,000-mile) liquids pipeline system connects growing continental oil supplies to key markets and refineries. The Keystone Pipeline System delivers approximately 20 per cent of western Canadian exports to key refinery markets in the U.S. Midwest and Gulf Coast, where it is converted into fuel and other useful petroleum products.

Apply now! Apply to this posting by 08/12/2020 using reference code 72304. You must apply through our jobs system at [jobs.tcenergy.com](https://jobs.tcenergy.com). Only applications submitted through our system will be acknowledged. Applications may be submitted using a mobile device or a desktop / laptop computer. TC Energy is an equal opportunity employer. Learn more Visit us at [TCEnergy.com](https://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 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](mailto:careers@tcenergy.com).

For more information, visit [TC Energy for Manager, Human Resources Governance](#)