



# 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

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# Job Board Posting



Careers.Indigenous.Link

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## Workforce Analytics Advisor

<b>Job ID</b>	<b>77266-en_US-5840</b>
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=77266-en_US-5840">https://careers.indigenous.link/viewjob?jobname=77266-en_US-5840</a>
<b>Company</b>	Canadian Pacific
<b>Location</b>	Calgary, AB
<b>Date Posted</b>	From: 2020-02-04 To: 2050-01-01

### Description

- Req ID: 77266
- Department: Human Resources
- Job Type: Full-Time
- Position Type: Non-Union
- Location: Calgary, Alberta
- Country: Canada
- % of Travel: 0-10%
- # of Positions: 1
- Job Available to: Internal & External
- Deadline to apply: 02/24/2020

Canadian Pacific is a transcontinental railway in Canada and the United States with direct links to major ports on the west and east coasts. CP provides North American customers a competitive rail service with access to key markets in every corner of the globe. CP is growing with its customers, offering a suite of freight transportation services, logistics solutions and supply chain expertise. Visit [cpr.ca](http://cpr.ca) to see the rail advantages of CP. For more on our purpose, culture, and strategy, visit [cpr.ca/en/about-cp](http://cpr.ca/en/about-cp). **PURPOSE OF THE POSITION:**As the Workforce Analytics Advisor you will deliver solutions to support effective workforce planning and modelling in the effective management of the company resources, including recruitment, talent management processes that meet both the short and long term resourcing needs that support strategic priorities. You will act as a strategic advisor to the HR Leadership Team and business. Through the construction and use of statistical models and data-driven analysis, the Workforce Analytics Advisor delivers insights of the corporation's workforce and external human capital trends. The role also supports various HR functions to ensure systems are built to effectively deliver information insights consistently. **POSITION**

### ACCOUNTABILITIES:

- Develop and manage a set of systems and processes for effectively establishing the needs of the company in terms of workforce planning and organization effectiveness, to ensure that an awareness of the organization's needs in these areas is maintained, and that action can be planned to address these needs;
- Develop, manage and update as necessary, an establishment and workforce planning framework including a vacancy forecasting model, projected retirement and departure analysis to provide informed resourcing and workforce planning advice to the appropriate decision makers;
- Develop scorecards, dashboards that provide meaningful information that drives business decisions;
- Provide reports, and other information as appropriate, to leaders and departments, to ensure that management have access to all appropriate information regarding resourcing and workforce planning;
- Provide project support and participate in internal discussions to ensure that decisions regarding the recruitment and retention of sufficiently trained employees is underpinned by the analysis and data from workforce modelling activities and that all necessary information is available which enables appropriate decisions to be made.

### POSITION REQUIREMENTS:

- Undergraduate degree, Business Administration, Human Resources, Economics, or equivalent work experience with reporting, analysis, and process improvement;
- Experience with SAP is an asset;

- 3 - 5 years of relevant experience in an analytical role. Expert knowledge of metrics, data management, and business intelligence strategies;
- Superior skills with techniques and tools relevant to data analytics including macros, pivots, Excel formulas. Highly process oriented with developed quantitative and qualitative analytical skills, problem solving ability, and critical thinking skills;
- Demonstrated ability and confidence in presenting complex ideas in simple terms to all levels in the organization;
- Demonstrated technical competence in creating complex reports, dashboards, and visualizing effective metrics;
- Ability to effectively manage and be successful with complex and ambiguous information, multiple and changing priorities, and the need to change initiative direction;
- Broad understanding of the concepts of workforce modelling and forecasting;
- Experience in project management;
- Strong communication skills;
- Ability to interact with managers, staff and leaders across the organization;
- Self-motivated, proactive, and committed to continuous improvement;
- Strong analytical skills, including the ability to analyze and interpret statistics;
- Strong technical skills to produce and manipulate a range of forecasting and numerical analysis tools including spreadsheets, pivot tables and database.

**WHAT CP HAS TO OFFER:**

- Flexible and competitive benefits package
- Competitive company pension plan
- Employee Share Purchase Plan
- Performance Incentive Program
- Annual Fitness Subsidy

**ADDITIONAL INFORMATION:**As an employer with national presence, the possibility does exist that the location of your position may be changed based on organizational requirements  
**Background Investigation:**The successful candidate will need to successfully complete the following clearances:

- Criminal history check
- Reference check

**Management Conductor Program:**Becoming a qualified conductor or locomotive engineer is the single best way for a management employee to learn the business at CP. You may be required to obtain a certification or to maintain your current certification/qualification as a conductor or locomotive engineer. CP is an equal opportunity employer committed to the principles of employment equity and inclusion. We welcome applications from all qualified individuals. All applicant information will be managed in accordance with the federal Personal Information Protection and Electronic Documents Act ("PIPEDA").

For more information, visit [Canadian Pacific for Workforce Analytics Advisor](#)