



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.Link's 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.

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Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/05/03

Manager - Workplace Investigations

Job ID	82942-en_US-5592
Web Address	https://careers.indigenous.link/viewjob?jobname=82942-en_US-5592
Company	Canadian Pacific
Location	Calgary, AB
Date Posted	From: 2021-02-10 To: 2050-01-01

Description

- Req ID: 82942
- 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: 03/14/2021

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 to see the rail advantages of CP. For more on our purpose, culture, and strategy, visit cpr.ca/en/about-cp. PURPOSE OF THE POSITION: As the Manager - Workplace Investigations you will provide expert leadership, implement, strategically plan and oversee on a system-wide basis, the Company's Employee Relations (Canada) function with a goal of ensuring corporate compliance with employment-related legislative requirements, corporate values, code of ethics and improvement of corporate culture. POSITION ACCOUNTABILITIES:

- Manage on a system-wide basis, the handling of complaints at all stages, from receipt through investigation, hearing, appeal, settlement or dismissal from employees alleging violations of employment-related legislation including the Canadian Human Rights Act, the Employment Equity Act, the Personal Information Protection and Electronic Documents Act and the Canada Labour Code;
- Conduct investigations in a timely manner for all employees (unionized and non-unionized) respecting all laws and collective agreements;
- Manage on a system-wide basis the handling of complaints and inquiries from Executives, Managers and other employees (unionized and non-unionized) on any employment-related issue for successful resolution;
- Work with labour relations, unions, management and other stakeholders on process related to issues and investigations related to workplace discrimination, harassment and violence;
- Partner with Internal Audit and Police Services, in assisting with investigations into fraudulent and other unethical activities within the organization;
- Direct the development and design of corporate Employee Relations Policies related to discrimination and harassment, violence in the workplace, accommodations, employment equity and human rights. These apply to all Executives, Managers and other employees (unionized and non-unionized) in Canada;
- Develop other policies and procedures, in conjunction with cross-functional teams including Occupational Health Services, Police Services, Operations departments, Legal Services, Industrial Relations, etc., impacting all functions within the organization including recruitment, security checks, fitness to work, drug and alcohol use and testing, etc.;
- Provide guidance, advice and legal expertise to senior and other managers on handling of Privacy, Human Rights and all other Employee Relations matters within their jurisdiction;
- Consult with senior union officials on Harassment & Violence Programs and Investigations, Employment Equity strategies and programs, as required by law;
- Develop and maintain a strategic alliance between labour and management in Employee Relations matters including Employment Equity, Human Rights, Privacy, Violence in the Workplace, complaint handling, etc.;
- Represent the Company's interests in lobbying efforts with the federal government Federal Employers in Transportation and Communication group (FETCO) regarding amendments to employment-related legislation.

POSITION REQUIREMENTS:

- Must possess 10 & 15 years' experience in a related field and appropriate professional qualifications, i.e. Legal, Privacy, Human Rights specializations;
- Post Secondary degree or equivalent experience in related discipline (ie Human Relations, Labour Relations, Law);
- Current certification in Workplace Investigations;
- Familiarity with the law, government regulations and court rulings, as well as the company's organization, labour-relations framework and culture is essential;
- 10 years' experience with workplace human element investigations, providing recommendations and solutions to workplace issues;
- Strong knowledge of Canada Labor Code and Canadian Human Rights Act;
- Experience facilitating human rights courses such as sensitivity training or respect in the workplace training;

- Experience handling Human Rights complaints, investigating, writing responses to how the Company is dealing with these types of complaints;
- Process oriented mindset;
- Very strong communication skills, both verbal and written;
- Experience and confidence presenting to senior leaders;
- Experience in transportation supply chain is an asset.

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 Manager - Workplace Investigations](#)