



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: 2024/05/06

Human Resources Business Partner

Job ID	8C-BF-60-F6-D1-EC	
Web Address	https://careers.indigenous.link/viewjob?jobname=8C-BF-60-F6-D1-EC	
Company	Raymond James Ltd.	
Location	Vancouver, BC Or Toronto, ON , Across Canada	
Date Posted	From: 2021-01-18	To: 2021-07-17
Job	Type: Full-time	Category: Human Resources
Job Start Date	February 1 2021	
Job Salary	As Per Market Standards	
Languages	English And French (preferred)	

Description

Raymond James Ltd. is seeking a Human Resources professional to join our business partnership team in our Vancouver or Toronto offices. This position will be assigned corporate functions as internal client groups, primarily supporting performance and talent practices, and share responsibility for capital markets. Internal clients are located in Vancouver, Toronto, Calgary and Montreal therefore the location of this position is flexible.

Reporting to the Senior Vice President, Human Resources, and working closely with a business partner in Montreal and an Engagement Coordinator in Toronto, you will be supporting our associates and managers through case work, performance management, succession and talent plans, and coaching. You will have the opportunity to influence the development of the HR strategic plan and lead HR initiatives nationally beyond your client groups.

With your client groups, you will work with senior leaders, managers and employees across Canada as a trusted advisor, guiding arising situations toward solutions in the spirit of inclusion, fairness and workplace safety. You will need to act independently with confidence, yet be committed to achieving a seamless practice excellence nationally with a sense of tact and awareness of stakeholder needs. Strong interpersonal skills, diplomacy and professionalism are key attributes.

Raymond James Ltd. is Canada's leading independent investment dealer offering high quality investment products and services to Canadians seeking customized solutions to their wealth management needs.

Human Resources is a partner in practice, and champions for positive change.

Specifically accountabilities include:

- Provide assistance to employees and managers of assigned client groups in the areas of employee relations, performance management, reward and issue resolution;
- Provide guidance with respect to employment standards and/or legal concepts in conjunction with Legal Counsel;
- Provide back-up to the business partner located in Montreal, sharing case assignments collaboratively;

- Collaborate with the recruiting team on strategies as applicable to assigned client teams such as campus, diversity, immigration and competencies and coach managers on talent pipeline management;
- Provide leadership on key projects in organizational development, specifically as a talent advisor for development and succession plan practices;
- Advise people leaders in the administration and implementation of policies and programs, and ensure alignment with established guidelines;
- Conduct coaching, interview or other evaluations as needed to support both the corporate culture, and development of individuals;
- Facilitate development opportunities in conjunction with the learning function, specifically focusing on leadership and service excellence;
- Contribute to projects, health & safety, pay equity or compensation reviews, job levelling, employee engagement or other strategic priorities;
- Maintain contacts with human resources organizations and associations for the purpose of keeping abreast of new developments; and
- Other duties as assigned.

The ideal candidate would have the following qualifications and experience:

- Degree or diploma with specialization in Human Resources Management, business or social sciences;
- Professional designation as either a CPHR or Coaching credentials;
- Minimum 7 years related HR advisory, generalist or talent management experience, in the financial services industry or in a related professional business environment;
- Bilingual in French and English is preferred;
- Specific experience working with managers and associates on performance improvement, personal development plans, and interpersonal competencies;
- Excellent communication skills (writing, presentations, etc.) with the ability to communicate ideas clearly and concisely in an open, honest and collaborative manner;
- Highly responsive developing solutions which are aimed at exceeding client expectations;
- Working knowledge of the Microsoft Office Suite, including proficiency in Excel;
- Ability to collaborate with internal partners across locations; and
- Willingness to travel up to 10% of the time, post-pandemic.

How to Apply

This is a full-time position with a competitive compensation and benefits package. This position qualifies for remote work for the duration of the pandemic, and may apply for an ongoing remote work role thereafter if willing to travel on occasion to see internal clients.

If you would like to join our team, please send a resume and covering letter, quoting the position and Job Posting #21-027 by February 28, 2021 to:

Human Resources

Raymond James Ltd.

resumes@raymondjames.ca

To be considered for employment candidates will be required to provide proof of citizenship, permanent residency or eligibility to work in Canada with no restrictions. We require applicants to complete a background verification process prior to commencing employment with the company, including but not limited to a credit and criminal record check. Employment is contingent on the

satisfactory completion of a pre-employment background check.

We sincerely thank all applicants who express an interest in this role: only those being directly considered will be contacted.

Raymond James Ltd. recognizes the value of a diverse workforce and appreciates the unique skills and special contribution of each employee. We are committed to accessibility for candidates through all stages of the recruitment process. Should you require accommodation, please contact Human Resources via email at resumes@raymondjames.ca.