



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

Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/05/06

Human Resources Advisor / Generalist-Conseillère Ou Conseiller En Ressources Humaines - Généraliste

Job ID	8C-DE-80-81-E2-DB	
Web Address	https://careers.indigenous.link/viewjob?jobname=8C-DE-80-81-E2-DB	
Company	Public Service Alliance Of Canada (PSAC)	
Location	Ottawa, Ontario	
Date Posted	From: 2020-10-22	To: 2020-10-30
Job	Type: Full-time	Category: Human Resources
Job Salary	\$89,947 - \$101,233 Plus \$1,486.43 Bilingual Allowance	
Languages	Bilingual French And English - Bilingue (anglais et Français)	

Description

Competition number: 9310-0013A-020

Position Title: Human Resources Advisor-Generalist

Branch/Section: Human Resources & Information Management Branch (HRIMB)

Employment type: Term, up to twelve months

Classification: Band 11

Employment Equity Designation: In accordance with the PSAC Employment equity Plan, this appointment is limited to an Indigenous person

Purpose of Position

Under the direction of the Senior HR Advisor and the Director, the position assists in the development of strategic human resources programs and offers operational human resources advisory services to management, elected officers, staff and employees of the PSAC and its Components across a broad spectrum of HR disciplines including recruitment, staffing, Employment Equity, learning and development, pay equity, job evaluation & classification, health and safety, and human resources policies and planning.

Qualifications

Education and Experience:

• University degree in Industrial Relations and/or knowledge and several years of experience in the human resources technical functions in a unionized environment including position administration, recruitment, staffing, employment equity, learning and development, pay equity, job evaluation & classification, health and safety and organizational design as well as a very good knowledge of the organizational structure and management processes of the PSAC and its Components

Knowledge:

• Demonstrated experience with employment equity practices, plans and legislation and ability to incorporate equity and diversity into HR and organizational processes;

• Knowledge and commitment of trade union and equity principles;

• Demonstrated knowledge of system applications and implementation.

Abilities:

• Second language skills as per the Common European Framework of Reference for Languages (CEFR) level indicated above

• Strong analytical skills to classify positions and job analysis and ability to interpret, apply and develop processes to ensure collective agreement exigencies, relevant employment legislation, regulations, standards, directives and guidelines are met;

• Ability to deal effectively with confrontations, build credibility and trust between parties and support/promote union-management partnerships;

• Demonstrated problem solving, consultative, persuasive, conflict resolution skills

• Excellent project management and team building skills;

â€¢ Strong computer skills.

Personal suitability:

â€¢ Excellent judgment to provide sound direction and advice on a variety of human resources issues to all levels of management and staff;

â€¢ An understanding of the sensitive political and social issues between a union employer and its internal bargaining agents;

A detailed job description is available at: psacunion.ca/jobs-psac.

Numéro de concours : 9310-0013A-020

Titre du poste : Conseiller ou conseillère en ressources humaines - Généraliste

Direction/Section : Direction des Ressources humaines et du développement organisationnel (DRHGI)

Type d'emploi : Durée déterminée - jusqu'à (12) douze mois

Désignation en matière d'emploi: En raison de l'adoption du Plan d'emploi en emploi de l'AFPC, ce poste est réservé à une personne autochtone qualifiée.

Fonctions

Sous l'autorité de la conseillère principale ou du conseiller principal en RH et de la direction de la branche, ce poste participe à l'élaboration de programmes stratégiques en matière de ressources humaines et offre des services consultatifs opérationnels en matière de ressources humaines à la gestion, aux dirigeantes et dirigeants élus et au personnel de l'AFPC et de ses éléments relativement à de nombreux aspects des RH (p. ex. recrutement, dotation, emploi, formation et perfectionnement, salariale, évaluation & classification de postes, santé et sécurité politiques en ressources humaines et planification des ressources humaines).

Qualités requises

Éducation et expérience :

â€¢ Baccalauréat en relations industrielles et/ou connaissance et plusieurs années d'expérience des fonctions techniques en ressources humaines dans un milieu syndiqué : administration des postes, recrutement, dotation, emploi, formation et perfectionnement, salariale, évaluation & classification, santé et sécurité et aménagement organisationnel. Connaissance approfondie de la structure organisationnelle et des méthodes de gestion de l'AFPC et de ses éléments.

Connaissances :

â€¢ Expérience manifeste liée aux pratiques, aux programmes et à la législation ayant trait à l'emploi en matière d'emploi et capacité d'incorporer l'emploi et la diversité dans les RH et les processus organisationnels ;

â€¢ Connaissance des principes du syndicat et de l'emploi et engagement envers ces principes ;

â€¢ Connaissance manifeste des applications informatiques et de leur mise en oeuvre.

Capacités :

â€¢ Compétences en langue seconde selon le niveau du Cadre européen commun de référence pour les langues (CECR) précisés ci-dessus;

â€¢ Excellent esprit d'analyse pour classer et analyser les postes. Capacité d'interpréter, d'appliquer et d'élaborer des méthodes pour assurer le respect des conventions collectives, de la législation sur l'emploi, des règlements, des normes, des directives et des lignes directrices ;

â€¢ Habileté manifeste pour la résolution de problèmes et de conflits, la consultation et la persuasion;

â€¢ Capacité de composer avec les confrontations, de favoriser la crédibilité et la confiance entre les parties et de promouvoir les partenariats syndicaux-patronaux ;

â€¢ Excellentes aptitudes en gestion de projets et en développement de l'esprit d'équipe ;

â€¢ Excellentes compétences informatiques.

Qualités personnelles :

â€¢ Excellent jugement pour offrir des conseils judicieux concernant divers aspects des ressources humaines au personnel et à tous les échelons de la gestion;

â€¢ Compréhension des questions politiques et sociales délicates entre un syndicat employeur et ses agents internes de négociation.

Pour une description de travail détaillée, consultez le syndicatifpc.ca/carriers-lafpc

Other

Closing Date: October 30, 2020 at 3:30 p.m (Eastern Time)

Date limite : Le 30 octobre Ã 15 h 30 (heure de lâ€™Mest)

How to Apply

Please submit your résumé stating how your knowledge, skills and abilities relate to the qualifications of the position.
To apply online and review additional information please visit: psacunion.ca/jobs-psac

Applications are encouraged from equity groups including women, racially visible persons, Indigenous peoples, persons with disabilities, lesbian, gay, bisexual, transgender, queer/questioning, and two-spirited (LGBTQ2+) persons.

Comment déposer une demande

Envoyez votre CV en mettant en valeur vos connaissances, vos aptitudes et vos capacités en regard des exigences du poste.

Pour compléter lâ€™application en ligne et obtenir des informations additionnelles veuillez consulter:
syndicatafpc.ca/carrieres-lafpc.

Nous encourageons les personnes appartenant aux groupes visés par lâ€™Ã©quitÃ© en matiÃ©re dâ€™emploi (femmes, Autochtones, personnes ayant un handicap, personnes racialisÃ©es et LGBTQ2+) Ã soumettre leur candidature.