



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: 2024/05/03

Manager, Human Resources

Job ID	9E-FC-34-CE-9E-42			
Web Address				
https://careers.indigenous.link/viewjob?jobname=9E-FC-34-CE-9E-42				
Company	Atomic Energy Of Canada Limited			
Location	Chalk River, Ontario			
Date Posted	From: 2023-01-05	To: 2023-07-04		
Job	Type: Fixed-term	Category: Human Resources		
Languages	English Required. Preference May Be Given To Individuals Who Are Bilingual.			

Description

Canada's leader in nuclear science and technology, Atomic Energy of Canada Limited (AECL), is searching for a Manager, Human Resources to join a dynamic and highly motivated management team. AECL is a federal Crown corporation that delivers innovative solutions to address urgent challenges posed by climate change, health care, environmental remediation, and security.

Reporting to the Chief Human Resources Officer, the Manager will develop and execute human resources business priorities by managing project related activities to advance the objectives of the organization. The Manager is the primary support contact for all human resources deliverables and opportunities in areas such as human resource administration and project initiatives.

The Manager will also provide oversight of human resource activities undertaken by AECL's contractor, Canadian Nuclear Laboratories (CNL), to ensure alignment with those of AECL and the Government of Canada.

The position will be for a three-year term and be based out of AECL's Ottawa or Chalk River, Ontario office locations.

Essential Responsibilities:

- Supports the Chief Human Resources Officer in all areas of human resource functions including: total rewards, recruitment, HCMS, performance management, organizational development and other HR initiatives as requested.
- Lead assigned project initiatives, including planning and establishing key deliverables, identifying resource requirements, implementation, communication and evaluation strategies. Provide reports to management on project details and milestones.
- Manage the organization's growth strategy in the context of workforce planning, succession planning and talent management.
- Oversees all Human Resources federal requirements and initiatives to ensure the company follows federal legislation (eg. Employment Equity, Pay Equity, Official Languages).
- Oversee aspects of the GoCo arrangement related to human resources and employee engagement. Provides oversight support of CNL's Human Resources capabilities, including activities in the PEMP, APWB and HR Plan and reports against plans.

- Provide compensation recommendations and analysis to support the design and creation of competitive compensation programs to positively impact employee performance and business results.
- Responsible for data collection, trend identification and statistical analysis to prepare proposals and reports with to recommend to management.
- Supervise HR Generalist and provide coaching and mentoring.
- Counsel management and proactively participate in the handling of employee complaints/concerns.
- Prepare high level communications, including Briefing Notes to support HR activities.
- Provide support to managers in the areas of performance management, and HR best practices.
- Oversee HCMS and future state of human resource data, manage the HRMS system including generation of standard reports, data management, changes and self-auditing.

Required Skills, Experience and Qualifications:

- Post-secondary (undergraduate) degree in Labour Relations/Human Resources or related field such as Business Administration.
- CHRL designation is an asset.
- 5-10 years HR Generalist experience.
- Broad knowledge and understanding of HR policies, practices.
- Ability to manage projects and solve complex problems effectively and efficiently.
- Demonstrated experience working with or for Government organizations.
- Relationship building and influencing skills with ability to garner trust and confidence of employees.
- Ability to plan and organize work effectively and to work with minimal supervision and direction
- Strong leadership and influencing skills as well as the ability to present complex situations in a clear and simple way.
- Experienced project management skills and an ability to work efficiently and multi-task in a high volume, results-oriented environment.
- Excellent verbal and written communication skills, with demonstrated ability to work effectively with all levels of the organization.
- Strong working knowledge of employment standards and other regulatory legislation.
- Proficient computer skills, at the advanced level - Word, Excel and PowerPoint.
- Experience in the nuclear industry is preferred.
- HCMS experience is an asset.

Please note the selected candidate must successfully meet Government of Canada security clearance requirements.

While we sincerely appreciate all applications, only those candidates selected for an interview will be contacted.

AECL is an equal opportunity employer, dedicated to promoting a culturally diverse workplace. Preference may be given to members of a designated group (i.e., a woman, an Indigenous person, a person with a disability or a visible minority) to address identified under-representation, if applicable. We encourage candidates to self-identify.

Preference may be given to individuals who are bilingual.

About AECL:

As a federal Crown corporation, Atomic Energy of Canada Limited (AECL) has a mandate to enable nuclear science and technology and manage the Government of Canada's radioactive waste

liabilities. Since 2015, AECL has been delivering its mandate through a Government-owned, Contractor-operated (GoCo) business model, whereby a private-sector organization, Canadian Nuclear Laboratories (CNL), is responsible for managing and operating AECL's sites on its behalf, pursuant to long term agreements. AECL's objectives under the GoCo model include accelerating Environmental Remediation Management, managing the Federal Nuclear Science and Technology Work Plan in support of government priorities and needs, and building a world-class nuclear laboratory that fulfils government priorities and grows commercial revenues, while reducing or containing costs and risks to Canada.

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