



# 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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## Advisor, Equity Talent Acquisition / Conseiller, Équité En Matière D'acquisition Des Talents

|                    |                                                                                                                                                   |                           |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| <b>Job ID</b>      | <b>A0-71-41-D5-E2-CB</b>                                                                                                                          |                           |
| <b>Web Address</b> | <a href="https://careers.indigenous.link/viewjob?jobname=A0-71-41-D5-E2-CB">https://careers.indigenous.link/viewjob?jobname=A0-71-41-D5-E2-CB</a> |                           |
| <b>Company</b>     | Canada Post / Postes Canada                                                                                                                       |                           |
| <b>Location</b>    | Mississauga, Ontario                                                                                                                              |                           |
| <b>Date Posted</b> | From: 2021-04-20                                                                                                                                  | To: 2021-05-20            |
| <b>Job</b>         | Type: Full-time                                                                                                                                   | Category: Human Resources |
| <b>Languages</b>   | English / French                                                                                                                                  |                           |

### Description

Advisor, Equity Talent Acquisition (Indigenous Peoples)

One (1) permanent, full-time position â€“ Greater Toronto Area (GTA) / Mississauga, ON

Join Canada Post and use your strong understanding of Indigenous culture, history, barriers and issues to champion Indigenous employment equity in the field.

As an Advisor, Equity Talent Acquisition (Indigenous Peoples), youâ€™ll be responsible for leading the implementation of Indigenous-related strategies, initiatives and programs to recruit, select, retain and develop Indigenous employees and ensure that employment equity targets are achieved within your assigned regions. With your experience advocating for underrepresented groups, youâ€™ll be well prepared to promote, and advocate for, Indigenous representation in the region by building and cultivating positive working relationships and genuine partnerships with local Indigenous communities, allied organizations and networks that are founded in trust and respect.

This is an exciting opportunity to leverage your networks and partnerships to identify and develop a robust pipeline of Indigenous talent to support equity, diversity and inclusion goals and regional employment equity gaps. As the regional point of contact, youâ€™ll provide advice and guidance on the Talent Management process, including the end-to-end engagement with current and prospective Indigenous talent. Weâ€™ll also rely on you to conduct regional analyses of potential and existing barriers and risks, and recommend solutions to mitigate those barriers.

All qualified candidates will be considered; however, priority will be given to an Indigenous / Aboriginal (First Nations, MÃ©tis or Inuit) person.

#### YOUR QUALIFICATIONS:

You bring a successful track record to the role of Advisor, Equity Talent Acquisition (Indigenous Peoples):

- â€¢ Completed post-secondary education, preferably in a related field, OR a combination of equivalent professional experience and training.

- â€¢ Three (3) to five (5) yearsâ€™ relevant functional experience, in particular, related to recruitment and retention of Indigenous employees.

- â€¢ Demonstrated knowledge and experience working with Indigenous Peoples (First Nations, MÃ©tis and Inuit), communities and organizations.

- â€¢ Designated Indigenous Peoples (First Nations, MÃ©tis, Inuit) with lived experience or residing in an Indigenous community are strongly preferred.

- â€¢ Strong understanding of Indigenous culture, history, barriers and issues, including the social and economic determinants of health.

- â€¢ Experience advocating for underrepresented groups.

- â€¢ Proficient computer skills, including competency with Microsoft Office programs.

- â€¢ Strong interpersonal skills, with an ability to build and maintain relationships.

- â€¢ Strong communication, analytical, and customer service skills.

- â€¢ Proficiency in English.

#### ASSETS:

- â€¢ One (1) or more yearsâ€™ experience in a unionized environment.

- â€¢ Familiarity with the Employment Equity Act, the Human Rights Act, the Canada Labour Code and other applicable

legislation.

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Conseiller, Âquit en mati re d'acquisition des talents (Employés autochtones)

Un (1) poste permanent Â temps plein â RÃgion du Grand Toronto / Mississauga (Ontario)

Joignez-vous Â Postes Canada et utilisez votre excellente comprÃhension de la culture, de lâhistoire, des difficultÃs et des enjeux autochtones afin de promouvoir lâquit en mati re dâemploi pour les Autochtones en rÃgion.

En tant que conseiller, Âquit en mati re d'acquisition des talents (Employés autochtones), vous serez responsable de la mise en Åuvre de stratÃgies, dâinitiatives et de programmes visant Â recruter, fidÃliser et perfectionner les employÃs autochtones et Â vous assurer que les rÃgions qui vous sont attribuÃes atteignent leurs objectifs dâquit en mati re dâemploi. GrÃce Â votre expÃrience en mati re de dÃfense des groupes sous-reprÃsentÃs, vous serez en mesure de favoriser la reprÃsentation des Autochtones dans la rÃgion en Åtablissant et en entretenant des relations de travail positives et de vÃritables partenariats fondÃs sur la confiance et le respect avec les communautÃs autochtones locales, les organisations et les rÃseaux alliÃs. Il sâagit dâune occasion stimulante de mettre Â profit vos rÃseaux et vos partenariats pour Åtablir un solide bassin de talents autochtones afin de soutenir les objectifs dâquit, de diversitÃ et dâinclusion, et de combler les Åcarts de votre rÃgion sur le plan de lâquit en mati re dâemploi. En tant que point de contact rÃgional, vous fournirez des conseils et une orientation sur le procÃdÃ de gestion des talents, y compris lâengagement de bout en bout auprÃs des talents autochtones actuels et potentiels. On comptera aussi sur vous pour analyser les obstacles et les risques potentiels et existants Â lâÃchelle rÃgionale, et recommander des solutions pour les attÃnuer.

Tous les candidats qualifiÃs seront pris en considÃration, mais la prioritÃ sera accordÃe aux Personnes Autochtones (PremiÃres Nations, MÃtis ou Inuits).

#### VOS QUALIFICATIONS

Vous apportez une histoire de succÃs professionnel au poste de conseiller, Âquit en mati re d'acquisition des talents (Employés autochtones) :

â€ DiplÃme dâétudes postsecondaires, de prÃfÃrence dans un domaine connexe, OU une combinaison dâexpÃrience professionnelle et de formation Åquivalente.

â€ Trois (3) Â cinq (5) ans dâexpÃrience fonctionnelle pertinente, en particulier en ce qui a trait au recrutement et Â la fidÃlisation dâemployÃs autochtones.

â€ Connaissance manifeste des enjeux des peuples autochtones (PremiÃres Nations, MÃtis et Inuits), de leurs collectivitÃs et de leurs organisations, et expÃrience de travail connexe.

â€ Personnes dÃsignÃes comme autochtones (PremiÃres Nations, MÃtis, Inuits) ayant dÃjÃ vÃcu ou vivant actuellement au sein dâune collectivitÃ autochtone, atout important.

â€ Excellente comprÃhension de la culture, de lâhistoire, des difficultÃs et des enjeux autochtones, y compris les facteurs dÃterminants sociaux et Åconomiques de la santÃ.

â€ ExpÃrience en mati re de dÃfense des groupes sous-reprÃsentÃs.

â€ Excellentes compÃtences en informatique, incluant une maÃtrise des logiciels de la suite Microsoft Office.

â€ Excellentes aptitudes en relations interpersonnelles et capacitÃ Â nouer et Â entretenir des relations.

â€ Solides compÃtences en communication, en analyse et en service Â la clientÃle.

â€ Maîtrise de lâanglais.

#### ATOUTS :

â€ Une ou plusieurs annÃes dâexpÃrience dans un milieu syndiquÃ.

â€ Connaissance de la Loi sur lâquit en mati re dâemploi, de la Loi sur les droits de la personne, du Code canadien du travail et dâautres lois applicables.

#### How to Apply

##### FIND OUT MORE AND APPLY TODAY

To apply for this permanent, full-time position (Job ID 111804) via the Canada Post Careers website, click on the following URL:

<https://bit.ly/3mMHSJT>

Canada Post is committed to employment equity and encourages applications from women, Aboriginal people, persons with disabilities and visible minorities.

Applicants who identify as Indigenous shall be given priority in the candidate selection process.

To support data collection: This is a special measure employment equity initiative and as a result it is important to self-identify to ensure that this asset is recognized.

Canada Post is committed to providing an inclusive and barrier-free work environment, starting with the hiring process. If you are contacted by Canada Post regarding a job opportunity, please advise if you have any restrictions that need to be accommodated. All information received in relation to accommodation will be kept confidential.

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RENSEIGNEZ-VOUS D'AVANTAGE ET POSTULEZ AUJOURD'HUI-MÊME

Pour poser votre candidature à ce poste permanent à temps plein (no de poste 111804) sur le site carrières de Postes Canada, veuillez cliquer sur l'URL suivante :

<https://bit.ly/2QpksOy>

Postes Canada souscrit au principe de l'équité en matière d'emploi et invite les femmes, les Autochtones, les personnes handicapées et les minorités visibles à poser leur candidature. Le genre masculin sert uniquement à alléger le texte et désigne tant les femmes que les hommes.

Dans le cadre du processus de sélection, nous accorderons la priorité aux candidats qui s'identifient comme Autochtones.

Pour appuyer la collecte de données : il s'agit d'une mesure spéciale dans le cadre de l'initiative d'équité en matière d'emploi. Par conséquent, il est important de s'identifier pour que cet atout soit reconnu.

Postes Canada s'engage à offrir un environnement de travail inclusif et sans obstacle, en commençant par le processus d'embauche. Si vous avez besoin de mesures d'adaptation au cours d'une étape quelconque du processus d'évaluation, veuillez l'indiquer dans la question de pré-sélection concernant les mesures d'adaptation. Tous les renseignements reçus concernant les mesures d'adaptation demeureront confidentiels.