



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: 2024/05/05

Manager, Human Resources

Job ID	E4-43-01-B9-00-FB	
Web Address	https://careers.indigenous.link/viewjob?jobname=E4-43-01-B9-00-FB	
Company	SickKids Foundation	
Location	Toronto, Ontario	
Date Posted	From: 2020-09-22	To: 2020-10-06
Job	Type: Full-time	Category: Human Resources
Languages	English	

Description

POSITION STATUS:

Permanent Full-Time Position

DESCRIPTION OF THE POSITION:

As part of the Human Resources leadership team, the Manager, Human Resources oversees the SickKids Foundation's HR Operations including the Foundation's Total Rewards Strategy, Compensation & Benefits Programs, Human Resource Information System (HRIS), HR Analytics and Health, Safety & Wellness initiatives. The Manager, Human Resources also acts as a consultative partner to internal business units to develop and meet their business objectives by delivering on human resources strategies, solutions, and services. This position reports to the Director, Human Resources and has two direct reports.

YOU WILL:

- Drive/influence/manage initiatives related to the Foundation's Total Rewards Strategy and drive execution/implementation of HR processes/systems across the Foundation;
- Develop HR plans and strategies to support the achievement of business objectives and desired organizational culture;
- Act as the Chair of the Foundation's Joint Occupational Health, Safety & Wellness Committee, including acting as a key resource in the Foundation's business continuity and return to office strategy, resulting from the COVID-19 pandemic;
- Facilitate and lead system/process enhancements, in collaboration with the HR team and vendors, identifying opportunities to improve HR services and productivity through the Foundation's HRIS (SilkRoad Technology);
- Deliver a wide range of HR consultative services to internal business units in the areas of recruitment and selection, on boarding, succession planning, leadership development, talent management, performance management, employee relations and recognition;
- Oversee the HR Coordinator in payroll pay process administration, acting as the subject matter expert and working with the HR Coordinator and SickKids Hospital Payroll team on escalations;
- Oversee the Foundation's Reception, including providing direct leadership to the Clerk, Reception & Clerical Services;
- Lead the SickKids Foundation Performance Management and Annual Review process, including goal setting, annual reviews, calibration, and annual increases;
- Build collaborative relationships with business unit leaders and employees;
- Provide expert advice and coaching to employees and management teams to foster positive working environment; and
- Provide day to day HR client services to employees and leaders.

YOU ARE:

- Someone with a post-secondary degree/diploma in Human Resources combined with 5-7 years of progressive experience in HR, including compensation experience;
 - Demonstrated knowledge of and a well-established track record in several key disciplines such as recruitment, compensation and benefits and compliance as it applies to statutes and legislation pertaining to employment and human rights laws;
 - Working knowledge of payroll systems;
 - Knowledge of HR best practices and trends;
 - Exceptional customer service orientation, meets customer's expectations, establishes, and maintains strong relationships with leaders and all employees;
 - Team player and willing to mentor, capable of functioning with confidence and credibility with all levels within the organization;
 - Proven leadership skills and sets a strong example as a leader;
 - Ability to manage multiple priorities;
 - Ability to work with a high degree of discretion in an environment that requires complete confidentiality;
 - Proven conflict management and influencing skills;
 - Agile, open to change and ability to think outside the box; and
 - Exceptional communication and interpersonal skills.
- Nice-to-haves (please apply even if some or all of these don't apply to you):
- HR information systems experience and working knowledge (preference for SilkRoad Technology Systems);
 - Demonstrated knowledge of and a well-established track record in training and development;
 - Proven change management experience; and
 - Facilitation and presentation skills.

We're looking for an inclusive leader and excellent Human Resource Professional who is passionate about moving the dial and making a difference. If you don't check off all the skills outlined above, that's okay! If you think you check off some of the boxes, we want to hear from

you.

How to Apply

Click Apply Now!