



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.

Corporate Headquarters:
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Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/04/28

Human Resources Manager

Job ID	EF-79-2A-CF-FE-78	
Web Address	https://careers.indigenous.link/viewjob?jobname=EF-79-2A-CF-FE-78	
Company	Fidelity Investments Canada	
Location	Toronto, Ontario	
Date Posted	From: 2022-10-21	To: 2023-04-19
Job	Type: Full-time	Category: Human Resources
Languages	English	

Description

Established in 1987, Fidelity Investments Canada Inc. (FIC), provides Canadian investors with a full range of mutual funds, ETFs and alternative funds. Fidelity funds are available through a number of advice-based distribution channels, including financial planners, investment dealers, banks and insurance companies.

FIC manages over \$168 billion (CAD) in mutual fund and institutional assets, as at December 15, 2020. This includes \$41 billion in assets for institutional clients, including public and corporate-defined benefit pension plans, endowments, foundations and corporate assets on behalf of clients across Canada.

The Investment Management team, focuses on research analysis and delivering strong returns, and is comprised of portfolio managers, research analysts, traders and more.

FIC has more than 1400 full time employees and is headquartered in Toronto, with regional offices in Montreal, Calgary and Vancouver.

What You Will Do:

Based in the Toronto office and reporting to the VP, Human Resources and Inclusion, the Human Resources Manager will support the HR Business Partner function. They will be supporting various business teams such as customer service, finance, and technology. This role will focus on workforce and succession planning, managing the performance appraisal process and participating in HR projects and initiatives. The Human Resources Manager will also build strong partnerships with business leaders by providing guidance on HR related matters.

Contribute to the planning and creation of workforce plans, collaborate with managers on job creation and grading

Provide guidance on career development, succession planning to ensure smooth role transitions

Support employee development in partnership with learning and development team

Conduct regular coaching meetings with team managers and managers across assigned business teams

Collaborate with HR Solutions to resolve complex employee issues

Drive HR initiatives and projects by communicating with project stakeholders to support efficient and effective delivery

What We Are Looking For:

5 or more years of experience in human resources roles, with ideally 2+ years in an HR Generalist role

Completed University degree

Bilingualism in English and French is an asset

The Expertise You Bring:

Proven relationship building skills with business partners - previous experience working and collaborating with managers and leaders in an HR capacity

Well-developed coaching skills with experience developing employees and managers

Strong written and verbal communication skills

Proven problem-solving skills

Exceptional listening skills

Ability to influence without authority

Working knowledge of HR policies and procedures and employment laws

Strong organization and time management skills

Please Note:

Current work authorization for Canada is required for all openings.

Employment with Fidelity will be conditional upon the successful candidate having received a COVID-19 vaccine series approved by Health Canada, at least 14 days prior to their start date. This requirement is subject to exemptions pursuant to human rights legislation in your province of employment.

You will be working on a flexible hybrid schedule as part of Fidelity's dynamic working arrangement.

Fidelity Benefits and Perks!

100% remote and hybrid work arrangements

Competitive total compensation package

Company contributes into your RRSP, without a matching requirement from you

Health benefits and coverage, 100% employer paid premiums, including up to \$5000 for therapy

Health Care Spending Account

Health and Fitness Reimbursement

Up to \$650 for home office equipment

Generous time off policy, including 2 paid days annually to volunteer

Access to over 11,000 training and development courses

Tuition reimbursement

Monetary awards for completing a required designation

Pregnancy/Parental/Adoption Leave - Fidelity will top-up to 100% of your salary for a period of 25 weeks

Fidelity Canada is an equal opportunity employer

Fidelity Canada is committed to fostering a diverse and inclusive workplace. We will consider all qualified applicants for employment regardless of race, color, religion, sex, sexual orientation, gender identity or expression, national or ethnic origin, age, disability, family status, protected veterans' status, Aboriginal/Native American status or any other legally-protected ground.

Accommodation during the application process

Fidelity Canada welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require an accommodation, please email us at FidelityCanadaStaffing@fidelity.ca.

No telephone inquiries or agencies please. We thank all applicants for their interest, please be advised that only those selected for an interview will be contacted.

Why Work at Fidelity

We are proud to be recipients of the following:

Awards

Canada's Top 100 Employers (5th consecutive year) 2021

Greater Toronto's Top Employers (9th consecutive year) 2021

Canada's Top Family Friendly Employer (4th consecutive year) 2021

Imagine Canada, Caring Company

Canada's Top Employer For Young People 2021

National HR Awards - Best Corporate Social Responsibility Program Award, Venngo Healthy Workplaces Award

Workplace Benefits Awards - Health and Wellness Program

Canadian Compassionate Companies Award

Designations

A Canadian Compassionate Company

An Imagine Canada Caring Company

How to Apply

Click "Apply Now"