



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: 2024/05/16

HR Associate Health And Wellness (Indigenous Health And Well- Being)

Job ID	F4-65-08-19-63-80	
Web Address	https://careers.indigenous.link/viewjob?jobname=F4-65-08-19-63-80	
Company	City Of Toronto	
Location	Toronto, Ontario	
Date Posted	From: 2024-02-22	To: 2024-04-04
Job	Type: Full-time	Category: Human Resources
Job Salary	\$67,425.00-\$81,782.00	
Languages	English	

Description

Job ID: 38367

Job Category: Human Resources

Division & Section: People & Equity, Occupational Health, Safety & Wellness

Work Location: CITY HALL, 100 Queen Street West

Job Type & Duration: Full-time, Temporary (12 month) vacancy Salary: \$67,425.00-\$81,782.00, TM2095 and Wage Grade 4.5

Shift Information: Monday to Friday, 35 hours per week per week Affiliation: Non-Union

Number of Positions Open: 1

Posting Period: 22-FEB-2024 to 4-APR-2024

Toronto is Canada's largest city, the fourth largest in North America and home to a diverse population of approximately 2.9 million individuals. Consistently ranked one of the world's most livable cities, the City of Toronto is a global center for business, finance, arts, and culture. People and Equity is a critical function within the City's complex multi-site, multi-division, multi-stakeholder and union and non-unionized environment. A team of approximately 33,500 employees are the driving force behind the City's ability to provide programs and services to residents, business, and visitors to this community.

In the face of rising challenges associated with mental health and well-being in work environments, the City is dedicated to creating a healthy, safe and engaged workplace. We aspire to be an employer that integrates proactive mental health promotion and wellness strategies into all aspects of its operations.

Our Occupational Health, Safety and Wellness team is looking for a HR Associate, Health and Wellness (Indigenous Health & Well-Being) to join our People and Equity Division on temporary basis. Reporting to Manager of Employee Health and Wellness, you will play an important role in Indigenous employee health and wellness initiatives at the City of Toronto.

You will provide ongoing support, consultation, and guidance to the Employee Health and Wellness section of People and Equity Division on the needs of First Nations, Inuit and Metis staff.

In this temporary full-time role, you will participate in the research, development and implementation of a comprehensive, multidisciplinary Indigenous Health and Well-being Strategy for the City of

Toronto. The HR Associate, Indigenous Health and Well-Being, you will provide advice and consultation to City divisions, key decision-makers and partners, aiming to foster cross-team awareness, collaboration and engagement in matters related to a proactive wellness strategy. By applying your knowledge of the National Standard for Psychological Health and Safety in the Workplace and knowledge in Indigenous health and wellness initiatives, you will provide ongoing support to the Employee Health and Wellness section on the needs of First Nations, Inuit, and Metis staff. You will also participate in mental health and wellness programs, training, and communications. The HR Associate, Indigenous Health and Well-Being will provide Indigenous staff with ongoing health and wellness support that is culturally relevant and addresses the impacts of colonization.

What will you do

- Provide support and advice in the research, design, development, implementation and evaluation of health and wellness strategy for Indigenous employees.
- Provide consultation in Indigenous health and wellbeing, assist in developing knowledge on best practices, contributing to the development and enhancement of new and existing tools and resources.
- Engage and work collaboratively with senior management, managers, supervisors, unions, Joint Health, and Safety Committees on best practices for emotional wellbeing, mental health and psychological health and safety in the workplace.
- Participate in the divisional wellness committee and as a member in various work groups, committees (i.e., Ambe circle) and project groups as required, to successfully implement employee wellness initiatives and programs for the division.
- Build strong working relationships and collaborate effectively on cross functional teams with colleagues, clients, client teams, and vendors.
- Contribute to organizational excellence by providing expertise on wellness programs and best practices from an Indigenous perspective.
- Act as an advocate for mental health promotion activities.

What do you bring to the role

1. A post-secondary degree in Health and Wellness studies (Psychology, Social Work, Health Promotion, Public Health etc.) is a strong asset, but will not be required for a candidate with extensive relevant experience delivering results in a similar role. Lived experience as a member of an Indigenous community. Certification in Psychological Safety/Workplace and/or Mental Health is an asset.
2. Experience researching, developing, and implementing mental health strategies, services, supports and wellness programs, preferably in a public service environment.
3. Experience consulting and delivery of adult education through corporate-wide initiatives and programs.
4. Some experience facilitating working groups and managing multiple concurrent tasks.
5. Some knowledge of mental health promotion theory and principles, and its application on employees and workplaces.
6. High level of accountability, motivation, customer service focus and team orientation.
7. Qualitative and quantitative research and analytical skills (e.g. survey development, data analysis, report writing).
8. Ability to exercise good judgement and decision-making in handling complex sensitive situations,

using tact and discernment, while upholding confidentiality.

9. Ability to work independently, as well as with multi-disciplinary teams. Strong interpersonal skills and ability to work effectively with all levels of staff and union representatives.

10. Excellent written, verbal and presentation skills.

11. MS Office suite proficiency (Excel, MS Access, MS Word, PowerPoint, etc.).

12. Knowledge of relevant standards and legislation (e.g., National Standard for Psychological Health and Safety in the Workplace, Ontario Human Rights Code, Occupational Health and Safety Act) and initiatives, such as Canada's Mental Health at Work Essentials Certification program, with the ability to provide consultation on their significance and relevancy.

Note:

- Applicants are required to demonstrate in their resume that their qualifications match those specified in the job posting.

How to Apply:

For more information on this and other opportunities with the City of Toronto, visit us online at <https://jobs.toronto.ca/jobsatcity/>. To apply online, submit your resume, quoting Job ID 38367, by Thursday, April 4, 2024.

Equity, Diversity and Inclusion

The City is an equal opportunity employer, dedicated to creating a workplace culture of inclusiveness that reflects the diverse residents that we serve. Learn more about the City's commitment to employment equity <

https://jobs.toronto.ca/jobsatcity/content/Hiring-Policies-and-Statements/locale=en_US >.

Accommodation

The City of Toronto is committed to creating an accessible and inclusive organization. We are committed to providing barrier-free and accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA).

Should you require Code-protected accommodation through any stage of the recruitment process, please make them known when contacted and we will work with you to meet your needs.

Disability-related accommodation during the application process is available upon request. Learn more about the City's Hiring Policies and Accommodation Process <

https://jobs.toronto.ca/jobsatcity/content/Hiring-Policies-and-Statements/locale=en_US >.

How to Apply

Click "Apply Now"