



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:

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Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/04/19

Vice President, Global Head Talent Acquisition

Job ID F4-99-79-B5-03-9B

Web Address

<https://careers.indigenous.link/viewjob?jobname=F4-99-79-B5-03-9B>

Company IDC Technologies, Inc

Location Toronto, Ontario

Date Posted From: 2019-02-20 To: 2019-08-19

Job Type: Full-time Category: Human Resources

Job Salary \$140,000 Annum For 40 Hours Per Week + Yearly Bonus

Languages English Language Is A Must

Description

Job Role:

The Vice President, Global Head Talent Acquisition is responsible for all Global Talent internal/external hiring activities and reports to the CEO and President of the organization. She/he manages a team of internal and external resources based in multiple locations. Look for demonstrated dynamic Human Resources / Talent acquisition leadership experience for a multinational company. This role is responsible for developing and executing hiring plans to efficiently fill vacancies with internal and external talent, utilizing best practices in full life-cycle recruitment, including effective Recruitment Process Outsourcing (RPO) management. This role will also help lead and implement our evolved global talent acquisition model, influencing attraction, selection and hiring decisions using acute business acumen and organizational knowledge, combined with deep expertise of the external labor market.

Additional responsibilities as a Global Head Talent Acquisition function include:

• Developing and implementing strategies for talent acquisition – innovative, robust and futuristic capability to meet the executive talent acquisition needs

• Design, engage and monitor the overall Talent Acquisition and Sourcing Strategy and processes at a Global level, short, medium and long-term Lead Talent Acquisition hiring at all levels and businesses/subsidiaries of the company domestically and internationally.

• Leading and driving initiatives involving processes, systems, technology and tools for enhancing efficiencies and productivity for all Global locations.

• Understands what it takes to build and lead a world class Executive Talent Acquisition function that delivers above benchmark capability for a cost that at or below industry benchmarks

• An expert relative to the Talent Acquisition process and demonstrates the skill to source/develop proactive and diverse talent pipelines to include attracting, engaging and successfully closing highly complex and niche from junior most to executive offers for the most senior roles in respective business units

• Champion of Employer Branding - Plan, design, implement and review employer-branding activities across all locations

- İ,§ Monitor utilization of Talent Acquisition Systems and Process across locations - Globally Providing focus and consultation to external and internal stakeholders that ultimately culminates in a successful delivery of Talent Acquisition practice
- İ,§ Defining and documenting of key Talent Acquisition Policy - Plan, design and implement Employee Referral Program, Internal Job Posting, social media etc.
- İ,§ Work closely with local and global HR Units for key fulfilments, manage the Talent Acquisition Budgets, Training Calendar and follow up Audits for all locations
- İ,§ Building strong partnerships internally with the most senior leaders in Business units, CHRO, HRLT, HR Business Partners, Global Workforce Management and Capability Leads, Sourcing Teams to ensure that executive talent acquisition is providing the support needed to meet the timely talent needs of the business
- İ,§ Impressive professional network to support engaging with influential talent for proactive talent pipeline development
- İ,§ Externally focused to enable sharing of global market trends and competitive intelligence and insights to support decision making
- İ,§ Partners strategically with external third parties to support strategic approaches to sourcing and attracting superior external talent
- İ,§ Manage the TA team and ensure that the workload is distributed efficiently. Ensure that the team meets the annual hiring goals as communicated by the respective business leaders
- İ,§ Lead Market Mapping projects, proactively map Business Critical roles in consultation with Business Heads
- İ,§ Supporting HRBPs in development of Talent Acquisition teams to inform development of demand plans to support proactive talent sourcing
- İ,§ Deep understanding of processes that includes Immigration, C&B, Mergers and Acquisitions, Rebadging and Rehiring.
- İ,§ Monitoring and refining Talent Acquisition processes for development in partnership with Global Head- People Supply Chain, Total Rewards CoE compensation team; and Legal to ensure successful attraction and hiring of highly competitive talent.

This individual will assume full accountability for the talent acquisition strategy and execution, stakeholder collaboration, colleague relationships, candidate management and third-party partnerships to deliver desired results globally. They will function as a critical partner and owner of the recruitment business.

Experience

- İ,§ Bachelor's degree required with relevant business management qualification
- İ,§ Minimum of 15 years professional experience in a talent acquisition, talent management or human resources and recruitment role
- İ,§ Demonstrated dynamic Human Resources/talent acquisition leadership experience.
- İ,§ Experience in developing and implementing compliant staffing processes for a multinational company.
- İ,§ Proven success in delivering and executing comprehensive global hiring plans with a demonstrated ability to strategically plan and execute large scale initiatives across the organization.
- İ,§ Experience designing and implementing a state of the art Talent Acquisition Organization
- İ,§ Strong change management skills with knowledge of business insight
- İ,§ Powerful contracting and consulting skills with a proven track record influencing senior level

management is also required.

•,§ Candidates should have prior experience in 3rd party vendor management

•,§ Demonstrates influence, accountability and impact in a virtual, matrix, highly interdependent operating model

•,§ Strong analytical and system skills; familiarity with staffing systems and online, web bases search engines and staffing tools.

•,§ Proven leader and developer of people, ability to meet deadlines and commitments

•,§ Ability to navigate and influence within a complex, matrix organization

•,§ Flexible to travel international, embracing and adapting to change

•,§ Competent in strategic planning & judgment, relationship management, driving financial results & innovation, timely communication and team work

Education Requirements

Bachelor's degree required with relevant business management qualification

How to Apply

Please forward your resume along with a cover letter highlighting your abilities and please include your contact number and email.

Please Email: cadhr@idctechnologies.com