

TALENT ACQUISITION MANAGER
Internal Posting

January 6, 2017



JOB SUMMARY:

Reporting directly to the CHRO, the Talent Acquisition Manager will ensure that Talent Acquisition strategies, programs and processes enable Community Living Toronto's strategic objectives of sourcing, attracting, recruiting, and selecting the most qualified people.

RESPONSIBILITIES:

The new Talent Acquisition Manager will –

- Have responsibility for the full life cycle of talent acquisition and will develop employment brand and lead employment marketing initiatives, branding campaigns, and internal referral programs.
- Engage both proven and new and innovative talent sourcing methods to source top notch candidates and develop a future pipeline, including networking, job boards, social media, digital media, career fairs, agencies and campus recruitment
- Support Community Living Toronto in meeting its strategic goals and objectives through management and enhancement of existing practices, and implementing new processes and procedures that reflect best practices, legislative requirements and collective agreements
- Effectively engage hiring managers across Community Living Toronto in responding to their unique hiring requirements
- Oversee all systems, processes and technology to maximize the efficiency and value delivered by the Talent Acquisition team
- Provide leadership to Talent Acquisition by staffing and motivating a team of professional Talent Acquisition Specialists
- Work collaboratively with other HR subject matter experts including HR Business Partner, Total Rewards, Health & Safety, and Learning & Development

QUALIFICATIONS:

Candidates must have experience that includes –

- A deep understanding of the labour markets
- Creating a brand strategy and have been successful in embedding the strategy
- Articulating and defining the organization's image and exploiting its key differentiators, reputation, and products and services as to attract quality candidates
- Oversight responsibility for all aspects of sourcing, attracting, and recruiting vital talent
- Strong prior experience reporting to the CHRO, Executive Director, or Unit Head of organizations of similar scale and complexity
- Providing Talent Acquisition through business transformations
- Effectively managing an organization's Talent Acquisition function from both a strategic and an operational perspective
- Success in establishing and maintaining positive relationships within a unionized environment
- Success as a change agent and strategic business partner

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Candidates must possess the following attributes –

- Leadership – Possesses not only leadership of Talent Acquisition, but a broader ability to lead change and influence an organization from a position of credibility and competence
- Superior Communications Skills – Strong interpersonal and communications skills, verbal and written, to interact tactfully and effectively with all levels of staff, management, and other stakeholders; ability to succinctly present information including management reports and presentations to stakeholders and the senior management team
- Self-Confidence – Demonstrates professionalism with exceptional interpersonal skills; has his/her ego firmly in check and not be driven by a need for high personal profile
- Exceptional Assessment Capability
- Understands and embraces the value of an inclusive and diverse workforce

Prerequisites include –

- A Bachelor's degree, college diploma, or equivalent in Human Resources, Business or other discipline is an asset
- CHRP or CHRL designations are an asset
- Minimum of seven (7) years of full cycle Talent Acquisition/Recruitment experience
- Strong time management skills; technology savvy; social network savvy
- Active affiliation with appropriate HR networks and organizations

The position is located at Community Living Toronto's Corporate Office in downtown Toronto. Compensation is competitive.

To be considered in complete confidence, please submit your resume to:

Maureen O'Reilly, Maureen O'Reilly & Associates maureen@maureenoreilly.com

OR

David Barnes, Barnes Management Group david.barnes@barnesmanagementgroup.com

Deadline date for Internal Applicants is January 19, 2017

Community Living Toronto is an equal opportunity employer.