



Creative Team Solutions for Non-profit Organizations

Job Posting: Chief HR Officer (CHRO)

Permanent, Full time

Creative Team Solutions (CTS) provides back-office supports (finance, IT, HR, payroll and executive services) to not-for-profit organizations.

Reporting to the Executive Director (ED) and working in close collaboration with other senior leadership team members, this position is accountable for developing and executing the strategy for high performance at all levels of the client's organization(s). The CHRO is a catalyst for change and is the champion for driving excellence into all service and operational processes. The CHRO is expected to provide exemplary leadership and direction for all people related issues to support the achievement of the agency(s) goals and objectives. In addition, the CHRO is responsible for building a strong and impactful team. The CHRO establishes and maintains strong positive relationships with the union executive and other stakeholders and is the champion for understanding the need to build a culture of equity, accountability, innovation and excellence.

QUALIFICATIONS

- Successful completion of a university degree with a combination of Business/Human Resources Certification or equivalent demonstrated experience, specifically related to Labour Relations; CHRL designation an asset.
- 10 years' HR management experience in a unionized environment.

ABILITY, SKILLS, KNOWLEDGE

- Proven ability to develop and foster trust-based and collaborative partnerships with all stakeholders is essential. Demonstrated ability to collaborate in developing and sustaining a high- performance organization.
- Track record in successful collective agreement negotiations, grievance and arbitration management, WSIB and disability management.
- Ability to see the big picture, provide strategy and leadership within a non-profit organization.
- Demonstrated success in strategic planning, change management and organizational design.
- Proven time management skills, excellent interpersonal, critical thinking and negotiating skills.
- A proven track record of accomplishment and experience in working effectively at a senior level.
- High impact communication skills, including group facilitation, presentation skills and superior written communication skills.
- Experience working within the not for profit sector; experience in social services is a key asset.
- Superior computer skills, including Microsoft Word, Excel, Power Point and HRIS database management.

Our website is currently under construction. For more information about the organization and/or position details please contact us at 519-907-2874.

Qualified applicants please submit written applications to Holly.Olynyk@myCTS.ca. Please indicate the position title in the subject line. Posting closing date: February 15, 2019.

OTHER NOTES: CTS is committed to building a diverse workforce reflective of Canadian society. As a result, it promotes employment equity and encourages women, Aboriginal persons, persons with a disability and members of visible minority groups to apply. CTS is committed to developing inclusive, barrier-free selection and appointment processes and work environments. If contacted in relation to this process, please advise the organization's representative of your need for accommodation measures which must be taken to enable you to be assessed in a fair and equitable manner.