

MADISON MACARTHUR

TITLE: Director, Talent Management

Interested candidates contact: Amanda Bassin

Email your resume to: amanda@mmsearch.com

LOCATION: Toronto

COMPANY: The company is an employee-owned, Canadian professional services firm specializing in planning, engineering and environmental science. Founded on the knowledge, passion and relentless pursuit of the most effective outcome, the company partners with diverse clientele to provide inventive and collaborative solutions to complex challenges.

Since their beginnings in 1946, they have never stopped innovating, growing, leading and building towards a better tomorrow. With 17 offices across Canada, they operate as a single team that is able to deliver solutions through local knowledge and a national presence.

The company's culture is one of people-focus with a dedication to equity, inclusiveness and diversity in all programs, practices, facilities and people.

ROLE FOCUS: As a key member of the company's senior management team, the Director, Talent Management will provide leadership through the understanding that talent management is a strategic driver to business success. By aligning and implementing integrated human capital strategies and systems, you will develop innovative strategies and improve processes for attracting, developing and retaining people to help meet the company's current and future strategic business needs.

This role reports to the Executive Director, Talent Management, Finance and Corporate Services in the Toronto office.



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KEY RESPONSIBILITIES:

The Director, Talent Management will be responsible for:

- Development and deployment of an organization wide talent management strategy that is linked to our business goals, including needs identification; skill acquisition; talent selection and assessment; staff, executive and leadership development; performance management, workflow planning and succession planning.
- Development and improvement of processes, programs and tools to support this talent management strategy, and the establishment of appropriate people analytics and performance metrics.
- Leadership of an existing team of human resource professionals including managers responsible for recruiting, learning and development, staffing and human resources to add value and support the rest of the organization.
- Management of various company programs/processes including the annual salary review process, the company benefits program and the company-wide employee engagement program.
- Responsibility for internal business skills learning and development for staff across the company including the design, development, facilitation and evaluation of this training.
- Input to the career development of other staff including providing direction, training recommendations, coaching and mentoring.
- Travel to other business locations and the company's offices for the purposes of executing your responsibilities and internal client relationship development.

IDEAL CANDIDATE:

- Strong business acumen including sound business judgement, strategic perspective, financial skills, and the ability to make a value for the business.
- Results driven and demonstrated success in facilitating the implementation of strategic talent management business plan that drives and reaches business goals.
- Outstanding interpersonal and leadership skills, including a track record of communicating vision and direction, attracting and developing talent to high performance.



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- Strong track record of successfully implementing innovative and creative process management initiatives that have a clear impact on business performance, including experience with enterprise human resources systems.
- Extraordinary relationship building skills including demonstrated ability to create relationships across functions and geographies.
- Proven change management and influencing skills including exceptional communication and listening skills, a proven ability to sell new ideas, concepts and programs, and demonstrated success in leading transformational change initiatives.

Qualifications:

- A degree in human resource management, business administration or related field.
- A CHRL/CHRE designation with the Human Resources Professionals Association is preferred.
- At least 15 years' of progressive professional experience with at least five years managing a team and as a key strategy and operational contributor at the senior management level.
- A certification in strategic workforce planning is preferred.
- A strategic thought leader/subject matter expert in talent management.
- Experience in the professional services consulting industry is considered a strong asset.



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