Human Resources Consultant (Staff Relations)

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Professional and Managerial Group

Human Resources Consultant (Staff Relations)

Human Resources

Hiring #: 2021-0622

Please read the Application Instructions [1] before applying

A great opportunity to expand your Human Resources generalist experience and skills by supporting a diverse portfolio of clients comprised of research, academic and operational units and multiple employee groups (unionized/non-union). Working among a collaborative team of Consultants and reporting to the Director, Human Resources (Staff Relations), the role of HR Consultant is responsible to: provide consultancy service to management and staff in all areas of human resources including staff relations, recruitment and outreach, learning and development, and performance management. The Consultant identifies and facilitates the resolution of specific HR issues to provide a value-added service; develops and maintains professional working relationships with both internal and external clients, including various employee groups and bargaining units to ensure the provision of a quality and cost-effective service; identifies and recommends changes to current systems and procedures to ensure high standards; is responsible for ensuring one’s own continuing professional development and the development of others.

Requirements for this position include:

- A post-secondary degree in a related field and five+ years of progressive generalist experience in Human Resources or an equivalent combination of education and experience;
- Extensive knowledge of employment legislation and current employment best practices;
- Must have demonstrated experience working in a multi-union environment, preferably in the public or broader public sector;
- Experience with the consultative model of providing human resource service; ability to drive results and a passion for excellence;
- Outstanding oral and written communication and facilitation skills;
- Strong customer relationship skills and demonstrated ability to influence;
- Problem solving abilities;
- Team player and a self-starter with ability to work independently;
- Conflict resolution and change management is highly desirable;
- The completion of or working towards a CHRP or CHRL designation would be considered an asset.

This appointment is regularly performed on-campus but will be initially fulfilled both remotely (off-campus) and on-campus until the University resumes its regular operations.

Position Number         060-039
Classification               P05*
Professional/Managerial Salary Bands [2][2]

*Tentative evaluation; subject to committee review.

At the University of Guelph, fostering a culture of inclusion [3] is an institutional imperative. The University invites and encourages applications from all qualified individuals, including from groups that are traditionally underrepresented in employment, who may contribute to further diversification of our Institution.
Posting Date: 2021 11 11
Closing Date: 2021 11 25


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Links
[1] https://www.uoguelph.ca/hr/careers-guelph/how-apply
[4] https://www.uoguelph.ca/hr/page-category/current-opportunity