Forbes Ranks U of G Among Canada’s Top Employers
Professional and Managerial Group

Consultant, Learning & Development
Human Resources
Temporary full-time from September 2023 to September 2024
Hiring #: 2023-0446

Please read the Application Instructions [1] before applying

The Consultant, Learning & Development works in conjunction with members of the University community to orchestrate positive change and organizational learning initiatives. Working closely with the Director of HR Learning & Development and the Sr. Consultant, the Consultant helps to identify learning needs, development plans, and change initiatives in alignment with the University's strategic direction and unit level strategic and business plans.

The incumbent supports organizational development and learning initiatives, both formal and informal; provides consultation and support in change management, organization effectiveness and performance improvement issues; guides the development, training and successful utilization of the university’s performance success framework, and contributes to the delivery and continuous enhancement of the University of Guelph’s appreciation and recognition and onboarding programs.

The Consultant supports a variety of specialized projects, develops methods to determine the value/effectiveness of programs; develops strong partnerships with HR specialists, and internal clients to support and intervene on change and organizational development initiatives that support the University of Guelph’s strategic goals.

Requirements of this position include:

- Master’s degree in Adult Education, Organizational Development or a related field, combined with a minimum of four years related experience;
- Post graduate training/education in two or more of the following disciplines: adult education, facilitation, organizational development, change management, coaching, conflict resolution;
- Experience with and a high level of theoretical and practical knowledge of adult education principles, learning design, change management, facilitation, and coaching techniques;
- Experience in group facilitation, change management, and consultation practices;
- Demonstrated project management skills;
- Strong computer skills including Microsoft Office, particularly Word, PowerPoint and, Excel;
- Knowledge of basic image editing software and social media platforms;
- Ability to work independently and collaboratively;
- Excellent interpersonal and communication skills, both written and verbal
- Ability to demonstrate sensitivity to others and to build strong relationships;
- Strong problem solving and strategic and creative thinking skill;
- Excellent time management skills and ability to prioritize demands;
- Demonstrated ability to exercise good judgement and tact when dealing with high level confidential situations and information.

Position Number         060-TFT
Consultant, Learning & Development, Human Resources
Published on Human Resources (https://www.uoguelph.ca/hr)

Classification               P05
Professional/Managerial Salary Bands [2]

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: 2023 07 28
Closing Date: 2023 08 14


Source
URL:https://www.uoguelph.ca/hr/careers-guelph/current-opportunities/consultant-learning-development-human-resources

Links
[1] https://www.uoguelph.ca/hr/careers-guelph/how-apply [2]
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