

Halifax Regional Municipality is inviting applications for the permanent, full-time position of **Director, Talent Management within Human Resources**. Halifax Regional Municipality (HRM) is committed to reflecting the community it serves and recognizing Diversity and Inclusion as one of the Municipality's core values. We have an Employment Equity Policy, and we welcome applications from African Nova Scotians and Other Racially Visible Persons, Women in occupations or positions where they are underrepresented in the workforce, Indigenous/Aboriginal People, Persons with Disabilities and 2SLGBTQ+ Persons. Applicants are encouraged to self-identify on their electronic application.

Reporting to the Executive Director, Human Resources, the Director is responsible for the overall strategic leadership and delivery of effective talent acquisition and talent development programs for the municipality.

The Director will lead, mentor, and coach a team of managers and professional staff in the design and delivery of a talent strategy, and in the management and application of policies and processes related to the hiring process, leadership development, and succession planning.

As a member of the Human Resources Management Team, the Director will form part of the team responsible for developing the overall HR strategy for the Municipality.

To apply for this opportunity, please send your resume and cover letter to boinskk@halifax.ca, with the subject line: 8651BR - Director, Talent Management.

DUTIES AND RESPONSIBILITIES

- Lead the design and development of HRM's overall Talent Management strategy to meet the current and future talent needs of the organization in support of Council and Administrative Priorities.
- Lead the delivery of Talent Management programs, including leadership development for current and aspiring leaders, career path programs to support employee engagement, retention, and succession planning.
- Evaluate the effectiveness of policies, programs, and processes in meeting the needs of the organization and implement changes as needed.
- Collaborate with partners in Human Resources, the Office of Diversity and Inclusion, Finance, Information Technology and Corporate Communications to ensure Talent Management programs are inclusive, equitable, fiscally responsible, accessible and align with corporate values.
- Management of the Talent Management division budget.
- Provide leadership, direction, advice, guidance, mentorship, performance feedback and development to the Talent Management team (3 Direct reports and 21 indirect reports)

QUALIFICATIONS

Education & Experience

- Undergraduate degree in Public Administration, Business Administration or Human Resources or other related discipline.

- Minimum 7-10 years' experience leading talent acquisition and talent development initiatives.
- Minimum 5 years' experience managing a team of professionals in the delivery of one of the areas of Talent Management.
- Experience working in a unionized environment.
- Experience working in a public sector organization considered an asset.
- CPHR considered an asset.

An equivalent combination of education and experience may be considered. Applicants relying on education and experience equivalencies must clearly demonstrate such equivalencies in their application.

Technical/Job Specific Knowledge & Abilities

- Subject matter expertise in the employee life cycle – attraction, recruiting, onboarding, development, and retention.
- Knowledge of Human Resources Information Systems (SAP Success Factors preferred).
- Thorough knowledge of applicable NS legislation, Labour Standards, and Human Rights Act.
- Knowledge and skills in leadership and employee engagement.
- Thorough knowledge of human resource principles and best practices.
- Commitment to the principles of diversity, equity and inclusion.
- Ability to handle confidential and sensitive information.

Security Clearance Requirements: Applicants may be required to complete an employment security screening.

Competencies: Communications, Decision Making, Developing Others, Organizational Awareness, Managing Change, Networking & Relationship Building, Value & Ethics, Valuing Diversity, Visioning Strategic Thinking & Innovation

Work Status: Permanent, full-time.

Hours of Work: Monday-Friday, 8:30am-4:30pm, 35 hours per week. Position may be eligible to participate in flexible work arrangements within a hybrid work model.

Salary: NU10, Non-union range \$110,090 - \$151,380. Our benefits package includes health, dental, long-term disability, and life insurance coverage as well as a defined benefit pension plan for eligible candidates.

Work Location: Purdy's Wharf Tower II, Lower Water Street, Halifax.

Closing Date: Applications will be received up to 11:59 pm on Sunday, April 28th, 2024.

We thank all applicants for their interest in this position. Only those applicants selected for

interview/testing will be contacted.

During the recruitment process, applicants have the right to request an accommodation. Applicants invited to participate in an assessment process (such as an interview or testing) and who require accommodation, should discuss their needs with the Recruiter when invited to the assessment process.