About Centennial College
We believe a Centennial education is an education without borders because the world has changed, and so have we. We’ve re-created our College, giving ourselves a unique position in the marketplace and the world. We are now prepared for the next set of challenges: To be more innovative and entrepreneurial, to further exploit the benefits of technology, to creatively engage our employees, to build more bridges with communities and employers and to see our graduates do meaningful work and have meaningful lives.

Diversity, equity and inclusion are fundamental to our mission to educate students. We are committed to education that places strong emphasis on global citizenship, social justice and equity. We live this through the strength and richness that diversity brings to our workforce and welcome contributors from equity groups including: Visible Minorities, Persons with Disabilities, Lesbian Gay, Bisexual, Transgender and Queer persons.

We also recognize that Centennial is situated on the Treaty Lands of the Mississaugas of the Credit First Nation and pay tribute to their legacy as well as that of all First Peoples that have been and remain present here in Toronto. We recognize that First Peoples come from sovereign Nations and that part of understanding our responsibilities of residing on this territory are understanding the true history, circumstances and legacy of the Treaties signed here (such as the Toronto Purchase, Robinson-Huron Treaty and Williams Treaties) and including pre-contact Treaties and Agreements between sovereign Nations and that all peoples in this area are therefore Treaty people with obligations and responsibilities to all our relations.

About The Role
Reporting to the Vice President, People and Equity, the Director of Strategic Talent Management will lead the People & Equity Talent Management function, including organizational development, talent acquisition, people change management, and leadership and employee development. The incumbent must provide strategic development and delivery of enabling solutions that build a high-performance, agile working culture and enhance organizational performance in alignment with the Book of Our Future. This role is critical in fostering Empowerment – one of the triple Es framework – leading engagement and facilitating the development of Centennial’s People Plan. This role acts as a thought leader and senior expert, bringing best in class and growth mindset for multi-year requirements including identifying and embedding institutional values. The incumbent is a key resource in designing, developing and managing strategies, tools and processes for the College.

Responsibilities:

- Partners with Vice President, P&E to deliver best-in-class solutions that deliver on the Book of Our Future, the 3Es framework – specifically Empowerment, and elevates the employee experience at Centennial
- Accountable for key deliverables in the Talent Development strategy: balanced scorecard
performance management, leadership development, a vibrant employee experience, succession planning, talent assessments, and high potential identification and development

- Assesses data from various sources to inform decisions around talent strategy development.
- Provides direction and oversight of talent management efforts for the college, including employee recruitment, leadership behaviours and development, core competencies across all employee groups, succession planning and coaching as part of the foundation of our institutional culture
- Oversees the creation and implementation of various frameworks, programs, and initiatives, including though not exclusive to, the creation of a Centennial learning academy and a leadership competency model that reflects the College’s commitment to diversity, inclusion, equity, and indigenization
- Creates talent-related dashboards and maintains reporting of talent success metrics and proactively monitors and identifies areas for action
- Directs changes regarding talent hiring framework in alignment with competencies, institutional values, and the EDI strategy of the college
- Partners closely with the HR Consulting Team to translate business needs into practical talent solutions and guides the team through implement across the enterprise
- Maintains a high level of team performance through effective communication, training, developing, motivating, and evaluating of team progress

**Qualifications:**

- Post Graduate Degree in a related field or equivalent, CHRE preferred
- Experience in a human resources role, including experience with strategic design, development and implementation/delivery in talent management practices and systems, performance management, leadership development, employee experience, talent acquisition, talent management, organizational effectiveness, and change management.
- Experience in a unionized or higher education environment considered an asset
- Demonstrated experience in leadership, with ability to motivate and influence a large and multifunctional team

To apply to this high-impact leadership role in higher education, submit your application to Phelps at careers@phelpsgroup.ca, specifying the job title in the subject line of your e-mail. Application deadline: **Aug 24th, 2021**.

Centennial College is committed to providing persons with disabilities equal opportunities regarding all employment activities, including access to jobs and accommodations during employment as required, in accordance with the Ontario Human Rights Code (OHRC) and the Accessibility for Ontarians with Disabilities Act (AODA)

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