Job Advertisement Ryerson University

Director, Talent Acquisition

About Ryerson
At the intersection of mind and action, Ryerson is on a transformative path to becoming Canada’s leading comprehensive innovation university. Integral to this path is the placement of equity, diversity and inclusion as fundamental to our institutional culture. Our current academic plan outlines each as core values and we work to embed them in all that we do.

Ryerson University welcomes those who have demonstrated a commitment to upholding the values of equity, diversity, and inclusion and will assist us to expand our capacity for diversity in the broadest sense. In addition, to correct the conditions of disadvantage in employment in Canada, we encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Metis and Inuit peoples, Indigenous peoples of North America, racialized persons, persons with disabilities, and those who identify as women and/or 2SLGBTQ+. Please note that all qualified candidates are encouraged to apply; however, applications from Canadians and permanent residents will be given priority.

As an employer, we’re working towards a people first culture and we're proud to have been selected as one of Canada's Best Diversity Employers and one of Greater Toronto's Top Employer for 2015 to 2018. To learn more about our work environment and innovative educational environment, visit http://www.ryerson.ca, check out @RyersonU, @RyersonHR, and @RyersonECI on Twitter, and visit our LinkedIn company page.

About our team
Ryerson's Human Resources department is made up of human resources experts and innovators who contribute to the achievement of Ryerson University's strategic priorities. We partner with our clients to create and deliver outstanding practical and strategic human resource solutions,
programs and services that enhance workplace culture, engagement and inclusion. You can find out more about our People First philosophy and values by reading about who we are and what we do online. The Talent Acquisition team is passionate about matching people with the right opportunity. We fill more than 400 staff positions annually and provide support to more than 100 faculty recruitments. We work collaboratively with leaders and hiring committees across the university to ensure their resourcing requirements are met and thrive in a dynamic and complex multi-union environment.

The opportunity
In line with Ryerson's growth as a university, Human Resources is on a path to modernize and enhance its services, through the development of a robust talent acquisition strategy that will support leaders across the university in recruiting and retaining high performing talent.

If this sounds like something that excites you, HR is currently seeking a director of talent acquisition. The ideal candidate is a passionate leader who embraces change and has experience implementing strategies to enhance equity, diversity and inclusion and address anti-Black and anti-Indigenous racism in hiring and the workplace.

What you will do
The director of talent acquisition will develop and execute a talent acquisition strategy that is grounded in equity, diversity and inclusion that encompasses job posting optimization, branding and sourcing, and talent planning based on identified trends and best practice.

While providing inspirational leadership to the talent acquisition team, the director will also:

- define the recruitment and sourcing strategy to support the growing needs of the university
- develop and implement effective recruitment programs and processes
- drive innovation and technology enablement
- partner with the director, talent management to ensure an integrated talent strategy is developed that is supportive of the employee experience
create and maintain strong relationships with internal and external partners,
act as a subject matter expert in internal and external recruiting, and
consistently look for opportunities to improve outcomes and delivery of talent acquisition services across the university.

To request a detailed job description, please contact nora.mcallister@ryerson.ca.

To help us learn more about you, please provide a cover letter and resume describing how you meet the following required qualifications:

**Qualifications**
- Completion of a post-secondary degree in Business with a Human Resources specialization or a related field.
- Minimum of 10 years of experience in Talent Acquisition including the development of strategies, processes and policies that are grounded in the values of equity, diversity and inclusion. In addition to experience in a company’s employer brand, full cycle recruitment and developing metrics that help to inform and support workforce planning,
- More than 5 years in a Talent Acquisition leadership role in higher education or public sector organization.

**Skill and knowledge**
- Strong foundational knowledge, expertise and a good understanding of anti-Black racism, anti-racism and equity, diversity and inclusion frameworks and how to incorporate into all aspects of talent acquisition.
- Transformational leader that can build a strong, diverse and inclusive talent acquisition strategy for the university
- Deep expertise in recruiting in a unionized work environment and an HR designation are strong assets
- Experience in effectively communicating with and empowering employees at all levels to explain programs/policies and resolve
problems; excel at thinking strategically and acting tactically to share and implement a vision

- Track record of partnering with customers to identify problems and develop solutions pertaining to policies, processes and procedures, with a passion for continuous improvement
- Creative, innovative, and self-motivated, while exercising good judgment and sensitivity in decision-making
- Expertise in using data and insights to drive decisions and continuously improve our recruitment process
- Collaborative with HR Partners and Centers of Expertise to implement integrated results
- Experience with Application Tracking Systems and system implementation

Additional details

**Position Number:** 20003519  
**Reports To:** Executive Director, Talent Acquisition and Strategic HR Initiatives  
**Vacancy Type:** FTCE  
**Employee Group:** MAC  
**Start Date:** ASAP  
**End Date:** Not Applicable  
**Hours of Work:** 36.25  
**Grade and Step:** D72  
**Salary Scale:** $125,651 - $200,714  
**Application Close Date:** October 14, 2020

We encourage all First Nations, Metis and Inuit peoples or Indigenous peoples of North America, to self-identify in their applications and also reach out to Tracey King, Indigenous Human Resources Lead for support during the selection process.

As part of the selection process, candidates may be required to complete an occupational assessment.

Applications will only be accepted online through Ryerson's careersite.
Please watch a message from Ryerson's Vice President, Equity and Community Inclusion for more information on our commitment to equity.

**Important Notice Re: Job Postings during COVID-19**
While we are committed to ensuring the best possible experience for all applicants, due to the situation regarding COVID-19, please be advised that Ryerson University ("Ryerson") reserves the right to pause a job competition at any stage in the process. Applicants will be notified in the event that the job competition process in which they are participating is suspended or paused. We appreciate your understanding during these unprecedented times. Thank you for your interest in Ryerson University.

How to apply (Direct link)