



**Supply  
Ontario**

*Supply Ontario is a new provincial agency with an ambitious mandate to transform and modernize the province's public sector supply chain management system.*

*Supply Ontario's vision is to build world-class capability that harnesses Ontario's buying power to enable economic development, province-wide resilience and value for Ontarians. We are currently establishing our initial operations, building our foundational infrastructure and planning for how the agency can best provide services. To learn more about Supply Ontario, please visit [www.supplyontario.ca](http://www.supplyontario.ca).*

## **HR BUSINESS PARTNER**

In this new, dynamic organization, you, as the HR Business Partner, will report directly to the Chief Human Resources Officer and work closely with the senior management team to identify and deliver Supply Ontario's short- and long-term people strategies.

You are the ideal candidate for this position if you have worked effectively providing advice and strategic support to a new organization, initially in start-up mode, then moving into steady state and continuous improvement. Your expertise in a broad range of HR functions will contribute to the development of a strong HR framework for Supply Ontario. You will support the organization's evolving business requirements with a proactive, positive and equitable approach to people management. You will establish strong relationships at all levels in the organization, have the confidence to promote innovative HR solutions in an evolving business environment, apply sound judgment in potentially sensitive situations and be a trusted advisor to a senior management team

In this role, your key responsibilities will include:

- Provide advice to senior leaders on the design and implementation of people solutions to meet business goals.
- Work effectively with the HR team to translate business objectives into effective outreach, recruitment and retention programs, guide program implementation.
- Develop policies and strategies to support talent retention and management, learning and development and effective compensation programs.
- Assess program effectiveness of the full range of HR programs; develop metrics to inform senior management.
- Review and make ongoing recommendations on organizational design effectiveness and workforce planning.
- Coach leaders and managers to optimize people management and to ensure a positive work environment.

Successful candidates will demonstrate the following:

- Degree in Human Resources, or related degree and relevant experience; professional certification (CHRP) is preferred.
- Minimum 6 years of experience in a broad spectrum of HR functions with at least 2 years in a consultant/advisor role.
- In-depth knowledge of HR management best practices, processes and procedures including workforce planning, change management, recruitment, learning and development, performance management, compensation, and succession planning.

- Knowledge and understanding of the application of HR-related legislation such as Ontario Employment Standards Act, WSIB, Human Rights Code, Pay Equity Act, Occupational Health and Safety Act.
- Excellent interpersonal skills and ability to build strong trust and rapport with leaders.
- Strong political acuity: conceptual and analytical skills to identify and assess business requirements.
- Project management skills: strong planning/organizational skills with the ability to manage multiple competing work priorities.
- Strong written, verbal, and interpersonal communication skills required to work effectively with all levels of staff and management.

Supply Ontario offers a competitive compensation package including benefits and defined benefit pension plan.

**HOW TO APPLY:** To apply, please click on the following link: [APPLY NOW](#) by **March 11, 2022**. We thank all applicants for their interest, however, only those selected for further consideration will be contacted. If you have questions, you can also contact Luciana Da Silva at 416-237-1500 x.266 or [luciana.dasilva@hrassociates.ca](mailto:luciana.dasilva@hrassociates.ca).

Supply Ontario is an inclusive employer which respects equity, inclusion, diversity and anti-racism.

Accommodation, if required, will be provided throughout the hiring process in accordance with the *Ontario Human Rights Code*.