

# Advertisement

## Senior Manager, Talent Management Confidential

Our client, a large, complex municipality, is in pursuit of a highly seasoned Senior Manager of Talent Management.

Reporting to the Human Resources Director, the Senior Manager, Talent Management is responsible for driving organizational success by leading a team of experienced professionals dedicated to strategic workforce planning. The Senior Manager aligns HR strategies with business goals, oversees union negotiations and employee relations, fosters collaboration, and ensures effective implementation of HR initiatives. This role guides the team in providing expert HR consultation, meeting clients' workforce needs efficiently and effectively, and supports senior leadership in achieving strategic HR initiatives.

The ideal candidate holds a Bachelor's degree in Human Resources, Business Administration, or a related field; a Master's degree and a Legal Degree are highly desirable. A minimum of eight years of progressive HR leadership experience, with a strong background in employee and labour relations, workforce planning, and talent management, is required. The candidate should have union negotiation experience, excellent interpersonal and communication skills, demonstrated leadership abilities, and strong analytical skills. Professional certifications such as SHRM-SCP or SPHR are highly desirable. Proficiency in HR software systems and the Microsoft Office Suite, along with experience in a fast-paced industry and implementing innovative HR solutions, is preferred.

Our client is an equal opportunity employer. In accordance with the Accessible Canada Act, 2019 and all applicable provincial accessibility standards, upon request, accommodation will be provided by both Odgers Berndtson and our client throughout the recruitment, selection and/or assessment process to applicants with disabilities.

To explore this opportunity further, submit your resume and letter of interest in confidence online to <https://careers.odgersberndtson.com/en-ca/job/29717/>

