



The **Metis Child and Family Services Authority** is an incorporated entity with the responsibility to administer and manage child and family services delivery for Metis and Inuit people in Manitoba. The Authority exists to strengthen and support the health and well-being of Metis families and communities by ensuring the creation and development of Metis specific solutions that are responsive and sensitive to our collective history, experiences, culture and values.

Chief Human Resources Officer

Competition # MCFSA-CHRO-2019.034

\$79,265 - \$98,027

The Chief Human Resources Officer (CHRO), reporting directly to the Chief Executive Officer of the Metis Child and Family Services Authority, is responsible for the overall planning, coordination and continuous development of the Metis and Inuit Child and Family Services system of Manitoba with regard to its Human Resources, Business Continuity, and Governance sectors. The CHRO will ensure the efficient and timely completion of all operation and administrative duties of the assigned sectors, through various change management techniques. The CHRO is further responsible for ensuring that each sector remains compliant with all applicable laws, rules, regulations and internal policies. The CHRO is a member of the Executive Management team and works as a team player of the Metis Child and Family Services Authority.

In this role, you will provide expertise and leadership through a centralized Human Resources team to identify, design and manage initiatives to improve organizational effectiveness. You are current with and will enforce compliance to, all applicable federal, provincial and municipal laws, regulations, standards, established policies and procedures. You will be responsible for the overall operation of human resources in a unionized environment for the system of Metis and Inuit child welfare in Manitoba. You will also be responsible for Business Continuity Planning and Workplace Health and Safety for the Metis Child and Family Services Authority and its mandated agencies. In addition, you will also provide expertise and leadership overseeing and sustaining the governance within the system. The CHRO also provides Human Resource support to the Child and Family Services Standing Committee which is co-located at the Metis Child and Family Services Authority office.

As the ideal candidate for this role, you are a seasoned human resources professional with significant experience in positions of similar responsibility. You have demonstrated analytical and strategic thinking skills and have a collaborative problem solving style. In addition, you possess excellent interpersonal relations and communications skills. You are politically astute, flexible, have strong presence, and have experience participating with and presenting to senior leaders. You have at least five years' experience in human resources management and staff supervision, operating at a senior level. You have obtained post-secondary education in Human Resource Management, Business Administration, Organizational Development, Labour Relations, and/or Employment Law. A Certified Human Resources Professional designation (CHRP) is an asset.

Applicants will be subject to a satisfactory criminal records check, Prior Contact Check, and child abuse registry check. Due to the lengthy process of the above mentioned checks, it is recommended to apply for a criminal record check (including vulnerable sector check) and a child abuse registry check in advance.

Employment equity is a factor in the selection process and preference will be given to qualified Metis and Inuit applicants. Qualified applicants are encouraged to apply and self identify on their cover letter. We thank all applicants for their interest, but only those selected for an interview will be contacted.

Deadline for applications is **Monday, June 17, 2019 at 4:30 pm.**

Please note, only applications submitted through the email address below will be accepted.

Attention: Ms. Billie Schibler, Chief Executive Officer
c/o Cindy Monkman, Executive Assistant

Email: cmonkman@metisauthority.com