



JOB POSTING

Director, Human Resources

- Date Posted:** November 27, 2024
- Location:** Ontario. Working mainly remote with some in-person meetings
- Status:** Full-time Permanent
- Compensation:** Competitive salary (starting at \$83.153/hr.), an industry-leading defined benefit pension plan through HOOPP and comprehensive benefits

About OCINet:

The Ontario Clinical Imaging Network (OCINet) is an independent, not-for-profit corporation and a delivery partner of Ontario Health. OCINet enables the secure storage and retrieval of imaging exams, supports hospitals and integrated community health services centres, and connects radiologists, referring physicians, and specialists with their patients' clinical images province wide.

For more information about OCINet, please visit: www.ocinet.ca

Opportunity:

OCINet is currently recruiting for the position of Director, Human Resources. Reporting to the President and CEO of OCINet, the Director, Human Resources will be primarily responsible for planning, directing and managing all human resources initiatives and activities for OCINet.

Responsibilities:

- Develop a HR plan and implement HR strategies to align and support OCINet's goals and objectives as outlined in the OCINet Strategic Plan.
- Collaborate with leaders to determine priorities and goals, and partner with teams to develop programs and solutions that drive excellence
- Lead and manage HR initiatives, including recruitment, talent development, and employee engagement.
- Work with the Finance team to develop the HR budget to align with the HR plan.



- Advise on all aspects of people, including safety, health, scheduling, workforce optimization, people analytics, total rewards, planning, succession planning, performance management, policy development and interpretation, and employee relations
- Collaborate with senior leadership to develop and implement organizational change management strategies.
- Develop, implement, and maintain the company's total rewards program, including managing the compensation system and benefits.
- Conduct training needs/career development analysis, develop the annual training plan in conjunction with the technical teams, and present it to senior leadership.
- Maintain knowledge of employment legislation and ensure compliance with all applicable laws and regulations.
- Support scheduling, timekeeping, payroll, in addition to being the main contact/user for the HRIS systems and our HR partner SHN
- Track, analyze, monitor, and leverage appropriate human capital performance indicators and trends to inform advice and service delivery
- Ensure compliance with all related Health & Safety legislation and lead the Joint Health & Safety Committee as the leadership chair.
- Foster a culture of engagement, inclusion, and transparency, leveraging diversity
- Attend in person meetings as required, primarily in the GTA and occasionally in other parts of Ontario
- Other duties as assigned

Qualifications Required:

- Post-secondary degree/diploma in Human Resources Management or a related field or equivalent education and experience
- Minimum 10 years of recent, relevant leadership experience in Human Resources, experience in Healthcare is an asset
- CHRL designation
- Proven track record of gaining and sustaining credibility, partnerships, and trust with leaders, decision-makers, peers and employees
- Strong demonstrated leadership, mentoring, and coaching skills; be driven and determined to achieve human resources goals.
- Must be a collaborative, supportive leader with an unrelenting desire to join a loyal and dedicated team.
- Superior analytical, problem-solving, negotiation, and conflict resolution skills
- Strong strategic, innovative, and critical thinker who then take a hands-on execution approach.
- Proven effective leadership of diverse teams with a commitment to support equity, inclusion, and diverse perspectives and needs.
- Adherence to professional, regulatory, and industry integrity
- Excellent time management and organizational skills with a strong ability to manage change
- Strong communication skills to communicate effectively and efficiently, both verbally and in writing, to diverse audiences



- Demonstrated ability to attend work on a regular basis

OCINet is an equal opportunity employer, dedicated to a culture of inclusiveness and diversity reflecting our diverse patients, staff and community alike. We are committed to providing barrier-free and accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Should you require accommodation through any stage of the recruitment process, please make them known when contacted and we will work with you to meet your needs.

Apply for this opportunity by submitting your cover letter and resume to employment@ocinet.ca and stating the job title in the subject heading.