



Peel Children's Aid is a progressive child welfare agency serving children and their families throughout the diverse communities of the region of Peel.

At Peel CAS, our mission is to protect children and strengthen families & communities through partnership. We are currently seeking the following professional to join our team:

Employee Experience Consultant

(Regular Complement)

Under the direction of the Director, People and Culture, the Employee Experience Consultant assists in developing a welcoming and inclusive culture, which supports Peel CAS' mission, vision and values. The position is responsible for leading initiatives to drive positive culture and engagement outcomes for employees. This role works closely with our Diversity, Equity and Inclusion department to ensure all people and culture policies, programs and practices support the agency's commitment to diversity, equity and inclusion.

PRINCIPLE RESPONSIBILITIES

Employee Experience

- Implements tools and processes to capture the voice of the employee in a modern and dynamic way – leveraging all forms of data collection across the employee lifecycle (including new hire surveys, stay interviews, exit surveys and engagement surveys) to inform programs and assist building a culture of engagement
- Participates in “people talk” and leads sessions, as required
- Maintains a pulse on employee morale and engagement, continuously identifying opportunities to create an engaged workforce.
- Collaborates with the People and Culture team to surface and address issues

Diversity, Equity and Inclusion

- Works closely with the Diversity, Equity and Inclusion department to ensure all policies, programs and practices include our commitment to DEI
- Promotes diversity, equity and inclusion at the recruitment level and support the use of bias-free methods and practices in the hiring process
- Leads investigations relating to alleged human rights violations, acts of discrimination and/or harassment.
- Assist in implementing processes that help assess and track underlying issues related to diversity, equity and inclusion.

QUALIFICATIONS/SKILLS

- Bachelor's Degree in a related field, such as human resources, organizational development etc.
- Educational/training certifications related to employment equity, diversity and inclusion.
- 5+ years experience in a similar role
- Current knowledge in the Ontario Human Rights as they relate to diversity, equity and inclusion work
- A high degree of political acuity and judgment along with highly developed communication skills and an ability to manage difficult and emotionally charged interactions
- Experience conducting workplace investigations related to harassment; discrimination; bullying etc
- Ability to handle sensitive or private information with discretion and decorum.

HOURS OF WORK: 9am-5pm, Monday to Friday, however working hours may vary and applicants must be flexible to work outside of standard office hours



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SALARY RANGE: \$76,397 - \$ 97,394

If you care deeply about the welfare of children and want to work in a dynamic and challenging environment, we would like to hear from you.

Peel CAS is deeply committed to promoting diversity, advancing equity and fostering a culture of inclusion. Therefore, we invite applications from marginalized and equity-seeking groups, particularly members of the black community.

Please submit your cover letter and resume by visiting the 'Working with Us' section on our website by August 28, 2020.

www.peelcas.org

We thank all candidates for their interest however only those considered for an interview will be contacted.

Peel Children's Aid is an equal opportunity employer. Should you require accommodation during the recruitment and selection process, please inform the People and Culture Department so that we can ensure your equal participation in this process.