

Employment Opportunity (24 months) Advisor, Strategic Transformation (HR, Payroll, Finance)



We are actively seeking an innovative and collaborative Advisor to join our dynamic team, playing a pivotal role in providing strategic leadership and direction in the planning, organization, delivery, and evaluation of technology utilized in the Human Resources, Payroll, and Finance Portfolios.

Reporting to the Coordinator of Human Resources, the Advisor will be a key member of our organization, with responsibility for developing, implementing, and assessing major systems to significantly improve employee experiences within the Hospital Employees' Union (HEU) with HR, Payroll, and workforce management. The Advisor will also review and evaluate HEU's overall financial management systems and assist in facilitating the transition to a new system which will enhance HEU members' experiences related to Union business.

Responsibilities:

1. Strategic Leadership:
 - Provide visionary leadership in the development and execution of technology strategies aligned with HEU's overall goals and objectives.
 - Collaborate with senior leadership to understand organizational needs and translate them into effective technology solutions.
2. Technology Development and Implementation:
 - Develop, implement, and assess major systems to improve employee experiences with HR and Payroll processes.
 - Evaluate and integrate emerging technologies that enhance efficiency and effectiveness within the Human Resources, Payroll, and Finance Portfolios.
3. Forecasting and Budgeting:
 - Collaborate in determining current and future effects of organizational initiatives on technology needs and costs.
 - Contribute to the development and evaluation of budgets related to technology applications.

4. Strategic Planning and Development:

- Actively participate in the planning, development, and implementation of new technology initiatives.
- Align technology strategies with HEU's strategic initiatives and priorities.

5. Transformation and Integration:

- Focus on the transformation and integration of strategies, procedures, and services within HEU's strategic initiatives.
- Work collaboratively with cross-functional teams to ensure seamless integration of technology solutions.

Qualifications:

- Bachelor's degree in information technology, business administration, or a related field.
- Proven experience in a senior advisory role with a focus on technology transformation within HR, Payroll, and Finance Portfolios.
- In-depth knowledge of HR and Payroll systems, workforce management, and financial transaction processes.
- Strong analytical and forecasting skills, with the ability to translate organizational needs into technology solutions.
- Excellent communication and interpersonal skills, with the ability to collaborate effectively with diverse stakeholders.
- Demonstrated experience in strategic planning and execution.
- Proven experience in leading detailed discussions related to gathering test scenarios, solutions configuration, lead/support testing, and deployment.
- Project management experience.
- Proficiency in Excel, Word, PowerPoint, and other databases.
- High level of self-motivation, ability to think outside of the box and thrive on new challenges.

Compensation is competitive with generous vacation time and benefits, including a defined benefit pension plan.

About HEU

Since 1944, the Hospital Employees' Union has advocated for better working and caring conditions, defended public health care, and stood against privatization.

We have a long history as a strong, democratic, progressive, socially conscious union committed to social justice and advancing labour and human rights on a local and global level. We identify and challenge historical and systemic inequities and hear, respect, serve, empower, and advocate for each and every member.

Together we fight for fairness, solidarity, equity, inclusion, and understanding, knowing that our members' economic security depends on our success.

HEU is an equal-opportunity employer. We are committed to being a workplace that is free of discrimination, values diversity, and is representative of the communities we serve. HEU encourages applications from members of historically marginalized groups: 2SLGBTQ+, Indigenous, Black, and people of colour, persons with disabilities, young workers, and those who identify as women.

Interested in working with us? Here's how to apply.

Please send your resume and cover letter **by 5 PM on December 21, 2023**, to: mjohnson@heu.org (subject line: Advisor, Strategic Transformation, Your Name).

Please note that although we appreciate your interest, due to the volume of applications, we will only be responding to those who are selected for an interview.