

EMPLOYMENT OPPORTUNITY

Women's College Hospital (WCH) is an academic, ambulatory care hospital in Ontario with a focus on health for women, health equity and health system solutions. If you're ready to be part of a team that is revolutionizing the future of healthcare, then you will want to join an institution where the possibilities for innovation, new discovery and system thinking are limitless. Women's College Hospital is committed to equity, quality and patient safety as key professional values and essential components of daily practice.

With the mobilization of our 2018-2022 Strategic Plan, WCH has entered an exciting phase of its history – strengthening its bond with partners and introducing a new and inspiring vision: Healthcare revolutionized for a healthier and more equitable world.

Reporting to the Vice President, People, Culture and Equity & CHRO, the **Full Time Manager, Organizational & Talent Development** will act as a change catalyst and support the WCH Strategic Plan and People Strategy. The Manager will drive excellence in: talent management, organizational development and planning, change management, training and development, leadership development, coaching, and succession planning.

Summary of Duties:

- Responsible for developing and supporting the hospital's Organizational & Talent Development priorities including fostering a culture of learning; facilitating engagement, growing leadership excellence and developing people and teams to ensure organizational effectiveness.
- Provides guidance and develops solutions that actively engage management in improving their knowledge and skills to effectively manage complex and diverse workplace issues
- As a role model and champion you will work to identify and integrate leading practices into daily activities to foster the delivery of safe and exemplary care.
- Responsible for departmental budget
- Leads the roll-out of the employee and physician engagement survey and the strategic implementation of the results

Qualifications/Skills:

- Master's degree in Organizational Development, Adult Education or Human Resources, required or related field with relevant experience.
- Minimum three year management experience, including interfacing with senior management required.
- Minimum five years progressive experience in an Organizational Development role or facilitating adult education required (healthcare or academic environment preferred).
- Knowledge and experience in change management strategies.
- Superior strategic thinking and analysis skills.
- Advanced ability to communicate at all levels of the organization
- Excellent negotiation, conflict resolution and facilitation skills.
- Certification in relevant and current assessment tools (e.g. Emotional Intelligence, etc), an asset.
- Proven ability in leading, creating and implementing organizational effectiveness and learning development initiatives including succession planning, talent/leadership development, organizational development, change implementation, and engagement.
- Demonstrated commitment to on-going learning and professional development.
- Current knowledge of a variety of adult learning techniques, including appreciative inquiry, accelerated learning techniques, positive deviance, e-learning program design and development and competency based programming and evaluation, required.
- Demonstrated experience leading projects utilizing project management methodology required; experience with vendor management preferred.

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- Demonstrated ability to engage staff and leaders, drive change and influence the adoption of new ideas is required.
- Proven experience in needs assessments, instructional design of solutions aligned to adult learning principles, and effective marketing and evaluation of educational programs is required.
- Well-developed coaching, facilitation and presentation skills, along with proven ability to develop, coach and lead high performing teams is required.
- Excellent oral and written communication skills including demonstrated knowledge of emotional intelligence and experience with writing proposals and reports is required.
- Exceptional interpersonal skills and ability to effectively build strong trusting relationships with others at all levels in the organization is required.
- Demonstrated ability to navigate leaders through complex issues required.
- Experience with budget development and variance monitoring an asset.
- Commitment to ongoing professional development
- Professional behaviour and communication that meets the standards of the professional regulatory college or association, as applicable, and the standards of Women's College Hospital.
- This position plays a critical role in acting as an advocate for safety and will demonstrate principles, practices and processes that will optimize a safe environment for all.

Women's College Hospital is a fully affiliated teaching hospital of the University of Toronto and is committed to fairness and equity in employment and our recruitment and selection practices. We encourage applications from Indigenous peoples, people with disabilities, members of sexual minority groups, members of racialized groups, women and any others who may contribute to the further diversification of our Hospital community. Accommodation will be provided in all parts of the hiring process as required under our Access for People with Disabilities policy. Applicants need to make their requirements known in advance.

POSTING DATE: May 29, 2019

Please forward resumes via email to HR@wchospital.ca with your name and the competition number in the subject line. (Example: Jane Smith, 138.19)

We thank you for your interest, however, only qualified applicants who are selected to be interviewed will be contacted.