



JOIN OUR TEAM. CHANGE YOUR CAREER. CHANGE THE WORLD.

MANAGER, TALENT ACQUISITION (PARENTAL LEAVE)

Organization: Plan International Canada
Reports to: Senior Manager, Talent & Culture
Location: Toronto (Mount Pleasant & Eglinton)

About You

Are you passionate about equal rights for all children and equality for girls? Can you see yourself being an integral member of a team that works towards transforming lives in developing countries? Are you confident that you can engage in conversations with other passionate people and get them excited about this mission?

Are you passionate about sourcing and attracting the best talent? Are you an experienced talent hunter? Have you had success with Performance Based Hiring and other non-traditional recruitment strategies? Are you a trusted HR Business Partner with a collaborative working style and an ability to engage with diverse internal stakeholders adding value to organizational excellence and encouraging creative problem solving?

Why a career with Plan?

A career with Plan International Canada offers individuals a meaningful experience that drives professional development and a rewarding opportunity to use their skills and talents to help make a difference in promoting child rights to end child poverty. Are you ready for an opportunity to join one of the largest International NGOs in the world, creator of the award winning "Because I am a Girl" global movement, working to end gender inequality and promote girls' rights? Are you excited about playing an important role in determining the future of millions of children and families globally?

Employees at Plan International Canada's National Office strive to make a difference in the lives of children and their families through sustainable, child-focused community development.

Joining our dynamic team of experts and specialists can change your life too!

Our unique culture fosters a supportive, flexible workplace where employees are encouraged to bring their whole selves to work. As a member of a diverse, dynamic, high-performing team, each Plan employee is driven to learn, valued for their contribution and approaches each day excited to make an impact.

We are proud of our award winning corporate culture validated by our *Canadian Nonprofit Employer of Choice* award for 2015 and 2016 and *Canada's 10 Most Admired Corporate Cultures* since 2012.

Join our high performing team and change your career...change the world!

The Organization

Founded in 1937, Plan International is one of the world's oldest and largest international development agencies, working in partnership with millions of people around the world to end global poverty. Not for profit, independent and inclusive of all faiths and cultures, Plan International strives for a just world that advances children's rights and equality for girls.

Because I am a Girl is Plan International's global movement to transform power relations so that girls everywhere can learn, lead, decide and thrive.

Plan Canada's Toronto and Ottawa-based offices undertake fundraising, donor engagement and public outreach initiatives that support programs that are implemented in more than 50 developing countries across Africa, Asia and the Americas. Plan has a dedicated staff of over 200 employees whose role is to support quality programming in the areas of health, education, water and sanitation, economic security, gender equity, child protection and participation, and humanitarian assistance.

Further information can be found at: plancanada.ca.

The Position

The next twelve months will be integral in shaping Plan International Canada's Talent Strategy.

The Manager, Talent Acquisition will have an opportunity to influence and execute part of this strategy.

Working collaboratively with a team of HR professionals you will be responsible for the attraction and recruitment of top talent for specific client groups within the organization. Through the use of strategic sourcing techniques, you'll partner with the business to create recruitment strategies while building and maintaining talent pipelines. You'll establish business relationships with hiring managers and ensure an outstanding candidate experience.

We are looking for a candidate that can bring a strategic approach to Talent Acquisition; someone who is able to identify where the top talent is and know how to attract them. Our successful candidate will be experienced in managing relationships with various stakeholders throughout the organization and be able to demonstrate how the Talent Acquisition team adds value as a business partner. Proactive sourcing, building candidate pipelines, and leveraging established networks and tools through networking/social media/referrals/industry events etc. are critical factors for success.

What does success look like?

In 12 months in this role you will...

- Lead a benchmark pilot program comparing Performance Based Hiring to the current process
- Develop, plan and coordinate proactive and full-cycle recruitment activities and innovative talent attraction strategies to identify and target the strongest talent, while continuously recommending improvements to systems, processes and workflows
- Manage the recruitment life cycle, which includes: developing creative job postings, sourcing passive candidates, pre-screening and interviewing candidates, conducting background checks, developing offers and ensuring that appropriate onboarding takes place
- Create sourcing strategies, targeting both passive and active candidates, for critical and hard to fill roles and identify relevant sourcing channels
- Track metrics and report on current portfolio status as well as provide relevant updates on market conditions and talent pipelines

As our ideal candidate you will have:

- An aptitude for sourcing, attracting and retaining talent using non-traditional recruitment methods; leveraging technology and social and professional media channels
- A proven track record as a valued business partner in the area of Human Resources and Talent Acquisition
- Business acumen and the ability to influence others by fostering strong business relationships
- A flexible and adaptable work style; open to collaboration with strong personalities and professionals; thrive in a fast-paced evolving work culture
- A passion for mission driven work and personal values aligned with those of Plan International Canada's corporate values

How to apply:

To express interest in this exciting opportunity to join a dynamic organization and a high performing team please forward your CV and covering letter, outlining your skills, experience and salary expectations to gethired@plancanada.ca by May 12, 2017. Please reference **Manager, Talent Acquisition** in the subject line.

Plan International Canada is an inclusive workplace, and is committed to championing accessibility, diversity and equal opportunity. Requests for accommodation can be made at any stage of the recruitment process providing the applicant has met the bona-fide requirements for the open position. Applicants need to make their requirements known when contacted.

Consistent with our Child Protection Policy the successful candidate must receive clearance by a police background check, including the vulnerable sector screen.

Applicants must be eligible to work in Canada for the duration of the work term. Proof of eligibility will be required.

Plan International Canada sincerely thanks all applicants for their expressed interest in this opportunity however only those selected for an interview will be contacted. No phone calls please.

Thank you for your interest in a career at Plan