



## Chief Human Resources Officer (CHRO) Algoma University

[Algoma University](#) is an Ontario publicly supported post-secondary institution offering students a learning opportunity that is more personal and is rooted in our Special Mission's commitment to cross-cultural learning.

Reporting to the University President & Vice-Chancellor, the Chief Human Resources Officer (CHRO) is a member of the University's executive team responsible for developing and executing human resources strategy in support of the strategic directions of the institution and its business plan. This role provides executive leadership and direction to multiple functional areas of people management, including labour and faculty relations, organizational development, talent management, workforce planning, and total rewards management. The position advises the President & Vice-Chancellor, Board of Governors, senior executive team, and managers on matters impacting the employment conditions of all University employees and on matters affecting the performance of the institution and the management of its people and human capital resources.

As the ideal candidate, you are an energetic and forward-thinking HR leader with a passion for shaping and driving HR excellence within complex multi-stakeholder organizations. You have a sound understanding of governance principles, employment and legislation and a record of being a trusted advisor who fosters a culture of innovation and employee engagement. You bring extensive knowledge of best practices and HR trends in programs, HR information systems and policy development in a unionized environment. Your high-performing teams appreciate your open communication style, which is instrumental in motivating, developing people, and fostering a strong team dynamic. You are known as a critical thinker who applies a strategic, enterprise lens when making decisions. Additionally, you are committed to understanding Algoma University's Special Mission, the Seven Grandfather Teachings, and AU's values with respect to equity, diversity, inclusion, decolonization, and Indigenization. Ideally, you possess a Certified Human Resources Leader (CHRL) or Certified Human Resources Executive designation.

If you are interested in joining Algoma University, apply at: <https://boyden.thriveapp.ly/job/2633>. For additional information please reach out to Kathy Rahme ([krahme@boyden.com](mailto:krahme@boyden.com)) and Collin Ritch ([critch@boyden.com](mailto:critch@boyden.com)). **Please include "CHRO, Algoma University" in the subject line of your email.**

*Algoma University is committed to undoing systemic and institutional discrimination and being publicly transparent and accountable. Diversity, equity, and inclusion are fundamental to our Special Mission. In keeping with the Seven Grandfather teachings that are the core values that inform our decisions as an institution, we are committed to creating a welcoming, inclusive, respectful, and safe environment where everyone belongs. We live these values through the strength and richness that diversity brings to our workforce and welcome contributors from equity-deserving groups including: Indigenous Peoples, Black and racialized persons, women, Persons with Disabilities, 2 Spirit, Lesbian, Gay, Bisexual, Transgender, and Queer persons.*

*We thank all applicants for their interest; however, only those under consideration for the role will be contacted.*