



MANAGER, INUIT EMPLOYMENT PROGRAMS

Imagine that you could play a key role in promoting Inuit employment across the QEC. That's exactly what you'll do as you combine your knowledge of career development, adult learning, and the social, political and economic environment in Nunavut to put in place goal-oriented programs and strategies.

Succession and knowledge transfer planning will be a priority as you design and implement an integrated, systematic approach for identifying, developing and retaining capable and skilled Inuit employees in line with current and projected business objectives.

- Researching and introducing stronger program designs and strategies, and securing external funding;
- Defining program goals, key performance indicators, and metrics for measuring effectiveness;
- Developing partnerships with educational institutions, funding agencies, government entities and other organizations to showcase QEC careers and formulate plans to minimize barriers to employment;
- Monitoring progression of Inuit employees, engaging them in career development planning and development, evaluating program effectiveness and identifying areas of improvement;
- Identifying formal education, on-the-job training and other opportunities to attain the knowledge, skills and abilities needed to achieve career goals;
- Working with the HR Manager to identify positions within QEC offering cross-training opportunities, and develop staffing strategies to meet IEP succession planning requirements; and
- Developing quarterly and ad-hoc reports for the Director of Human Resources, Senior Management Committee, Board of Directors, Government of Nunavut, etc.

- Bachelor's degree in Education, Social Sciences, Human Resources, Leadership or a similar field;
- At least seven (7) years' experience in program development, program administration, social services, or a similar position, including three (3) or more years supervising direct reports;
- Experience in researching, planning, developing and administering programs, preferably in the public sector, and in career counselling, planning, mentoring, coaching and facilitation;
- Exceptional writing skills, with proven experience in drafting a wide range of communications and the ability to effectively synthesize information and present it meaningfully to a variety of audiences;
- Excellent analytical and decision-making skills to validate and evaluate criteria, develop and select options, and determine methodologies in setting or modifying standards; and
- Ability to balance competing priorities, manage material resources and undertake assignments of considerable importance and confidentiality in a multi-stakeholder environment.



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Qulliq Energy Corporation
Société d'énergie Qulliq
Qulliq Alruyaktuqtunik Ikumatjutiit

ASSETS:

- Professional designation such as Chartered Professional in Human Resources (CPHR), or similar;
- Certification in career counselling, career development diploma, or program administration, or similar; working towards a designation
- Knowledge of Nunavut, including the language, land and culture; and
- Ability to speak Inuktitut, Inuinnaqtun and/or French.

We offer a competitive salary ranging from \$103,467 to \$132,229 per annum and a comprehensive benefits package, including a Northern Living Allowance of \$24,381 per annum. This position is not included in the Nunavut Employees Union. Subsidized staff housing is available.

Preference will be given to Nunavut Inuit. If a Nunavut Inuit is not the successful candidate, the position will be offered as a three (2-3) year term.

Apply in writing, by **July 13th, 2018**, to: hr@qec.nu.ca

or by mail to: **Human Resources, Qulliq Energy Corporation, P.O. Box 420, Baker Lake, NU X0C 0A0.**

We thank all applicants for their interest; however, only those selected for further consideration will be contacted.

qec.nu.ca