



ASSOCIATE VICE PRESIDENT, HUMAN RESOURCES
First Nations Bank of Canada

First Nations Bank of Canada (FNBC) is a federally chartered bank primarily focused on providing financial services to the Indigenous marketplace in Canada. Over 87% Indigenous owned and controlled, FNBC is a leader in advocating for the growth of the Indigenous Economy and the economic well-being of Indigenous People. Headquartered in Saskatoon, Saskatchewan and named one of *Saskatchewan's Top Employers* in 2022, FNBC takes pride in its workforce comprised of over 63% Indigenous employees working at locations across Canada.

FNBC is preparing for additional growth and is seeking a skilled individual for the role of **ASSOCIATE VICE PRESIDENT, HUMAN RESOURCES**.

Reporting to the Vice President of Administration & Chief Financial Officer, as the Associate Vice President, Human Resources you will lead the talent strategy for our expanding national enterprise. You have first-hand experience as an Indigenous Person working in an organization whose key stakeholders, including employees and customers, are Indigenous People, and you have a passion for the cultural and spiritual vision of Indigenous communities and their people.

You have established yourself as an outstanding HR practitioner and have gained exposure to multiple aspects of the HR profession, thriving in a strategically-focused generalist role. You have built strong cross-functional and multi-level relationships with your colleagues, and you are viewed as a trusted expert and advisor on all matters pertaining to the organization's people. At the same time, you are not afraid to roll up your sleeves and be hands-on when delivering best-practice talent initiatives and programs.

You have asked yourself: Can I advance my HR career as an executive in a growing and dynamic organization that aligns with my core values, my culture and my lived experiences? Can I develop my skills with an employer who is truly committed to developing its people, while having direct and daily access to top decision-makers? FNBC has the answer: Yes!

SOME KEY ASPECTS OF THE ROLE:

- Working with FNBC leaders to develop staffing and recruitment programs which position the organization for growth.
- Developing leadership and succession programs, including enhanced performance management aligned to FNBC's strategy.
- Supporting a culture of inclusiveness which appropriately reflects FNBC's unique Indigenous employee value proposition and demographic.
- Creating solutions and innovative programming to drive employee engagement.
- Facilitating organizational change initiatives including job redesign, team building, restructuring, problem solving and talent-related best practices implementation.

- Ensuring FNBC's compensation and benefit programs are market-competitive and driving appropriate employee performance.
- Translating employee data and analytics into long-range workforce recommendations and plans in support of the strategic business plan.
- Reporting on key talent strategy developments for senior executives and the Board of Directors.
- Leading the HR department and promoting understanding of the HR function and its strategic priorities.
- Ensuring regulatory compliance and timely reporting.

EXPERIENCE REQUIREMENTS:

- Experience as an Indigenous Person working in an organization, preferably one whose key stakeholders, including employees and customers, are Indigenous People.
- Minimum of seven (7) years of progressively responsible HR-related experience, including demonstrated experience in implementing HR strategies, programs, and policies across an enterprise and/or to diverse stakeholder groups and varied organizational levels.
- Deep knowledge and understanding of multiple HR disciplines such as HR strategy, staffing and recruitment, performance management, succession planning, compensation and benefits, training and development and/or employee engagement.
- Knowledge of current and emerging talent-related trends within financial services, retail or other customer-centric industries.
- Preference will be given to candidates whose experience includes federally-regulated workplaces and/or Oracle Taleo HR systems.

EDUCATIONAL AND CREDENTIAL REQUIREMENTS:

- Post-secondary degree in HR, business administration, commerce, or a related discipline.
- Preference for graduate studies in business, leadership, or a related discipline.
- Equivalent combinations of education and experience that result in the required level of knowledge, skills or competence will be considered.
- A professional designation in Human Resources is preferred.

HOW TO APPLY:

Please submit your covering letter and resume **by FRIDAY, OCTOBER 7, 2022** via email to:

First Nations Bank of Canada

Attention: Cheryl Foster, Vice President of Administration & Chief Financial Officer

Email: cheryl.foster@fnbc.ca