



Job Posting – Global Director, People & Culture

Closing Date:	Closed when position is filled
Organization:	Right To Play International
Department/Division:	People & Culture, Global
Work location:	Toronto, Canada
Authorized to work in:	Canada (i.e., Canadian citizen or permanent resident)

BACKGROUND:

Right To Play is a global organisation that protects, educates and empowers children to rise above adversity using play. By harnessing play, one of the most powerful and fundamental forces in a child’s life, we helped 2.3 million children last year to stay in school and out of work, to prevent life-threatening diseases like HIV and malaria and to stay safe from exploitation and abuse. We are the only global development organization focused exclusively on using play to transform the lives of children and youth impacted by poverty, war, disease and inequality.

Established in 2000, Right To Play is headquartered in Toronto, Canada and has operations in 22 countries across North America, Europe, the Middle East, Africa, and Asia.

With a shared passion for our mission, our Culture Code guides how we act and interact based on five core pillars:

- Accept Everyone – *Be intentional about inclusion*
- Make Things Happen – *Seek opportunities to lead and innovate*
- Display Courage – *Act with integrity*
- Demonstrate Care – *Look after yourself and one another*
- Be Playful – *Have fun at work*

To learn more about who we are and what we do, please visit our website at www.righttoplay.com.

POSITION SUMMARY:

Reporting to the Chief People Officer, the Global Director, People & Culture will support strategic planning and provide leadership across the organization acting as a partner to managers at HQ, National Offices, and Country Offices. The Global Director, People & Culture plays a critical role developing and overseeing the implementation of our HR strategies, develops programs to enhance the overall employee experience, and contributes to a high-performance culture while improving employee engagement and retention. The Director will play a pivotal role as we embark on a digital transformation across the organization with the implementation of an ERP system and a strong change management orientation is essential for this role.

The Global Director, People & Culture is part of the global People & Culture team responsible for all aspects of employee experience at Right To Play International. The People & Culture team rallies around our common goal: to build an employment brand positioning Right To Play as an employer of choice. We are investing in systems and building processes to support the employee journey strengthening connections to our cause, build our





community of smart, talented and committed employees, and growing individual careers by ensuring our managers are strongly supported and our employees thrive.

The ideal candidate is a seasoned HR leader who is self-motivated, can operate as both strategist and implementer, and has proven abilities leading teams, providing coaching and executing on strategic initiatives. You are passionate about our mission and thrive in fast-paced environments requiring you to manage multiple priorities. We're looking for someone with strong people management skills, strategy, and planning experience and solid project management skills.

PRIMARY RESPONSIBILITIES:

Job Responsibility #1: Developing and Implementing Global Initiatives Supporting the Strategic Plan (35% of time):

- Act as a champion of the Right To Play brand, mission, values and culture supporting strategic initiatives to align all people practices with our strategic goals across all offices, globally
- In alignment with the strategic plan, cultivate effective People, Culture, Well-Being and Engagement programs, gaining a thorough understanding of each department's/location's needs to ensure workforce planning and talent development are optimised throughout the employee life cycle
- Lead the global People & Culture team's community of practice by working closely with People & Culture team members globally to define/align people priorities and initiatives and support the development of best practices across the organization. Coach and mentor the global team as may be required from time to time
- Support the Chief People Officer in the implementation of the people strategic plan across all RTP offices while working in collaboration with the global People & Culture team
- Develop and implement a best-in-class compliance, investigation, and reporting program to support global operations ensuring legal compliance while also conducting investigations and representing the organization as required
- Incorporate a robust technology plan with HRIS, ATS and Performance Management systems as a key leader in a broader digital transformation occurring across the organization, leveraging a strong change management skill-set and an understanding of not-for-profit realities.

Job Responsibility #2: Support an Extraordinary Employee Experience (35% of Time):

- Determine and provide appropriate training programs for all staff, with a focus on enriching each office's capacity and promoting learning
- Serve as a member of the Global Diversity, Equity and Inclusion Committee and champion the development of DEI-focused initiatives and policies, globally.
- Lead and manage HR, Talent, and People Development initiatives; develop goals/objectives, provide coaching/mentoring and guidance to support business results



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- Develop programs, policies, and procedures to support management's ability to ensure continuous improvement and operational excellence, creating a strong working environment and positive culture with high employee engagement
- Develop best-in-class onboarding, retention and exit management programs
- Ensure compliance with country-specific federal and provincial legislative requirements as it relates to employment and employee information management
- Provide leadership and coaching to staff on key workplace matters while promoting the Culture Code and ensuring compliance with legislation
- Lead the periodic development and/or review of workplace policies and processes to enhance employee experience

Job Responsibility #3: Measurement, and Analytics (20% of Time):

- Identify, track and provide analytics reporting trends on key metrics to improve organizational results
- Oversee annual programs including employee surveys and performance management, and lead all expatriate management programs
- Create and manage the People & Culture team's annual department budget accountabilities
- Provide periodic reports to stakeholders as may be required

Job Responsibility #4: Other assigned duties (10% of Time):

QUALIFICATIONS:

EDUCATION/TRAINING/CERTIFICATION:

- Postsecondary education and formal academic training in Human Resources and/or equivalent experience required in related field (CHRP/CHRL is an asset)

EXPERIENCE/SKILLS/ATTRIBUTES:

- Minimum of 10 years of progressive generalist HR experience, with preferably at least 3 years in a Director of HR capacity
- HR experience in the non-profit sector yielding knowledge of the unique human resource challenges of the sector, emerging trends, and the talent who are attracted to it
- Strong client management skills and a consultative problem-solving approach to interactions all levels
- Superior ability and confidence in developing and implementing organizational initiatives with senior leadership teams
- Demonstrates a high level of interpersonal and cross-cultural skills including the ability to build collaborative relationships internally and externally with sensitivity to cultural, ethnic, social and political nuances
- Technology-savvy with an aptitude for deploying technology in improving HR processes or workflow
- Good working knowledge of global employment regulations, laws and standards
- Experience in managing employee relations and providing sound counsel is essential



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- Highly effective influencer and very strong communication skills
- Passionate about coaching/mentoring and supporting a team of HR professionals
- Comfortable with ambiguity and regular change
- Advanced Microsoft Excel, Word, PowerPoint and Outlook skills and deep experience with implementing Human Resource Information Systems
- Experience in an international capacity or an NGO environment is an asset

LANGUAGES:

- Fluency in oral and written English required, additional languages are an asset

Target Start Date: February 2021

Contract Duration: Indefinite

WHO YOU ARE:

- You are a highly driven, results-oriented and 'hands-on' HR leader who can implement ideas and collaborate with a diverse team, handling multiple demands
- Independent and resourceful with the confidence to take ownership of full HR functions and activities
- You will be an exceptional communicator with an unmatched ability to mentor, coach, and above all, support team leaders in their own departmental HR and talent needs
- Highly professional and empathetic in approach, with good judgement, analytical, problem solving and decision making skills
- You demonstrate keen attention to detail, excellent time and priority management, and an ability to exercise discretion and confidentiality

WHAT YOU'LL GET:

The opportunity to work with a passionate, innovative and collaborative global team where you have the ability to make an impact in the lives of children and communities. You will gain experience working for a globally recognized organization with a healthy culture premised on our Culture Code (accept everyone, make things happen, display courage, demonstrate care & be playful). We offer a competitive salary and benefits package including Group RRSP Plan with matching contributions, gym membership, flexible work policy (e.g. work from home and flex hours) and summer/winter hours. There will be opportunities to travel internationally to visit Programs and support staff across our global locations.

Target Start Date: February 15, 2020

Contract Duration: Full-Time

HOW TO APPLY:

If you are interested in applying for this position, please click [here](#) to upload your resume and cover letter.



Shortlisting of applications will begin immediately.

While we thank all applicants for their interest, only those selected for interviews will be contacted. Right To Play provides equal employment opportunities to employees regardless of their gender, race, religion, age, disability, sexual orientation or marital status. We offer a family-friendly environment that allows for flexible work arrangements in order to support staff diversity and ensure a healthy work-life balance.

We are a child-centered organization. Our recruitment and selection procedures reflect our commitment to the safety and protection of children in our programs. **The successful candidate will be required to provide a satisfactory police record check as a condition of employment.**

To learn more about who we are and what we do, please visit our website at www.righttoplay.com.

