



Are you interested in helping drive culture and develop organizational talent for the Toronto Blue Jays? This is your chance!

The Toronto Blue Jays are looking for a **People Operations (HR) Business Partner**. The People Operations team are key leaders and partners across the organization in advancing a strong culture that consistently reflects our values, including a relentless focus on collaboration and learning.

The People Operations (HR) Business Partner will partner with specific leaders and departments across the business to support their people and talent needs, champion our culture, and help bring our learning and development mindset to life.

As the go-to people resource for your aligned business areas, you will need to think strategically, be open to execute tactically, and collaborate across a wide range of teams and levels. You will provide agile and dynamic support, and will often pivot between strategic and operational support across a spectrum of people matters, including:

- Talent planning and management
- Coaching and development
- Employee relations
- Performance management

You will have the opportunity help build and advance overall People Operations capabilities at the Toronto Blue Jays, helping lead and participate in department-wide transformational initiatives spanning employee engagement, compensation, change management and development planning.

This is a unique opportunity at an exciting time for the Toronto Blue Jays. Your leadership and passion for serving people will help propel our mission to *Get better every day to win World Series championships and celebrate with our fans across Canada!*

## **Core Responsibilities**

- Establish and maintain strong relationships across all levels of the organization – notably in areas directly supported
- Operate as a trusted advisor on people related matters to improve employee performance and engagement
- Develop a strong understanding of the business, and help provide proactive and relevant guidance and support that anticipates key concerns and priorities of leaders
- Partner with leaders to ensure a continuous focus on the development needs and plans for their teams
- Provide coaching and guidance to people leaders on talent and performance management, organizational design, compensation, and employee development
- Lead and support through key employee relations moments, including impactful life circumstances, conflict resolution, investigations, and terminations
- Lead and participate in transformational initiatives within the People Operations department
- Review and analyze results from the annual engagement and pulse surveys, effectively communicating insights to all levels of leadership
- Proactively identify employee trends or issues and advise Leaders on appropriate actions and solutions

***Important Note: Some of the teams supported by this Business Partner role will have operational responsibilities during Blue Jays home games, concerts, and other events.***

***While attending each of these events is not a requirement of this role, our expectation is that you will have a desire and willingness to maintain some level of presence at these events to better understand and support the teams.***

## **Qualifications**

- A minimum of 5-10 years of HR experience, ideally with experience in a Business Partner role that corresponds to how the Blue Jays view this role
- Relentless focus on building relationships at all levels of the organization and a drive to understand the fundamentals of business areas supported
- An interest or fluency in the game of baseball and live events

- Excellent interpersonal and communication skills to effectively influence and build strong relationships with multiple stakeholders
- Demonstrated initiative and ability to seek out answers to questions and problems
- Strong business acumen with proven ability to impact at all levels of the organization
- Experience leading employee-relations activities including performance management, investigations and working with internal and external counsel
- Working knowledge of Canadian employment laws and regulations
- Discretion and comfort with handling confidential/sensitive information
- Demonstrates a strategic, solution-oriented approach with the ability to manage pressure, conflicting priorities, and tight deadlines
- Proven leadership skills in coaching and mentoring employees and providing counsel to Leaders at all levels
- Undergraduate degree in related field, CHRL (or in progress) or equivalent designation is preferred
- Experience using human capital management systems, applicant tracking systems and timekeeping software (Oracle HCM, Bamboo HR, SAP SuccessFactors, ABI preferred)
- Fluency in Microsoft Office Suite (Outlook, Excel, PowerPoint)
- Ability to work evenings, weekends and extended hours as required
- Legally able to work in Canada and travel to the United States

*Toronto Blue Jays have a strong commitment to diversity, accessibility, and inclusion. Everyone who applies for a job will be considered. We encourage individuals from underrepresented groups to apply and join us in shaping the future of our club. Together, we will build a team that reflects the richness of the game and the communities that we represent.*

*Throughout the recruitment process, we are dedicated to working with candidates who have accessibility needs to ensure they have the necessary support to perform at their best. Questions regarding accessibility throughout the recruitment process can be directed to [tbj.careers@bluejays.com](mailto:tbj.careers@bluejays.com).*