



Ontario Aboriginal Housing Services

Position: Human Resources Assistant - Summer Student

Closing: Posting will remain open until position is filled

Term: Contract up to 12 Weeks - June to August 2019

Ontario Aboriginal Housing Services (OAHS) provides safe and affordable housing for First Nation, Métis, and Inuit people living in urban and rural areas of Ontario. Our Vision is “to lead the design, development and delivery of sustainable and culturally appropriate housing that promotes excellence in the Indigenous community and organizational infrastructures”.

Housing Services are provided throughout the province by over 75 Team Members as well as a wide range of Partners including Indigenous Organizations, Community Organizations, Governments (Municipal, Provincial, Federal), and Private Sector. Our Main Office and Service Centre is located in Sault Ste. Marie and we have Satellite Service Centres in Dryden, Peterborough, and Hamilton. Services provided include:

- Property management of over 2300 subsidized and unsubsidized housing units;
- Provision of an assisted homeownership program providing down payment and home purchase assistance;
- Provision of an assisted homeowner repair program;
- Supportive housing services for community members;
- Planning and development of new housing; and
- Program management, program development and title services to local community organizations.

Founded in 1994, OAHS provides housing services to both Indigenous and non-Indigenous people. OAHS is governed by representatives from three Indigenous organizations in Ontario – the Ontario Federation of Indigenous Friendship Centres, Ontario Native Women’s Association, and the Métis Nation of Ontario. Learn more at www.OntarioAboriginalHousing.ca

We are currently seeking a motivated, conscientious, self-starter to join our Human Resources team at our office in Sault Ste. Marie. This is a great opportunity for a student or recent graduate to gain valuable experience while contributing to the growth of the organization.

As the **Human Resources Assistant - Summer Student**, under the direction of the Human Resources Manager, you will be primarily responsible for aiding the HR department with a variety of HR-related day-to-day activities and assisting with various HR projects.

Duties and responsibilities will include, but not be limited to, the following:

- Support the OAHS mission and vision and make significant contributions to the achievement of the corporate strategic plan;
- Contributing to achievement of division and organization key performance indicators;
- Assist in the recruitment process including preparing job postings, receiving and reviewing applications/resumes, coordinating and conducting interviews, completing reference checks, and preparing employment offers;
- Assist in the development of employee training programs and delivery of training as required (utilizing on-line training provider); monitor progress and track completion;
- Ensure confidentiality is maintained with respect to all HR and payroll related data;
- Maintain and update employee files, and update employee information in the HRIS;
- Prepare general forms, letters, reports, presentations and memos, as required;
- Provide administrative support for the HR function;



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- Assist with benefit and retirement program processing, and
- Other duties as assigned.

The successful candidates will have the following qualifications and skills:

- Knowledge of and an appreciation for Indigenous cultures and demonstrated values that focus on assisting people;
- Graduate of a post-secondary degree or diploma program in the field of Human Resources or currently enrolled in a college diploma or university degree program in the Human Resources field;
- Demonstrated ability to work independently and within a highly motivated, professional and results-oriented team;
- Knowledge of Microsoft Office suite and other software products (including MS Word, Excel, PowerPoint and email required);
- Ability to communicate professionally using multiple channels with a variety of stakeholders both internal and external to the organization; and
- Strong interpersonal, problem-solving, and organizational skills and demonstrated ability to contribute to achievement of team goals.

Conditions of employment:

- Ability to travel as required (limited requirement);
- Ability to work varying hours/days if required;
- Valid CPIC clearance (Criminal Records check); and
- References.

Compensation:

- In return for your ongoing excellent performance, strong work ethic, and commitment to our vision, mission, values, strategic plan, and the people we serve, Ontario Aboriginal Housing Services offers a comprehensive compensation package (some benefits take effect after your probationary period has been successfully completed). This comprehensive compensation package includes:
 - Challenging and fulfilling work; an inclusive and supportive team; and a work environment steeped in and guided by Indigenous culture;
 - Additional paid holidays (in addition to statutory holidays) include Louis Riel Day, National Aboriginal Day, Remembrance Day, and Family Day;
 - Opportunity for cultural, educational and other approved leaves;
 - Supported training opportunities for personal and professional development while reciprocally enhancing organizational capacity; and
 - An hourly rate of \$14.00

Working Conditions and Physical Capabilities:

- Ability to sit at a desk for extended periods of time during the work day;
- Ability to communicate verbally, in person and by telephone with staff and clients;
- Repetitive tasks;
- Ability to use office equipment and use of filing cabinets; and
- Ability to lift up to 20lbs.



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Please note that you are encouraged to apply early as interviews will be scheduled as applications are received. Please apply with your cover letter and current resume, using one of the following two options:

- Email to HRSSM@oahssc.ca or
- Mail confidentially to: Amanda McAuley
Human Resources and Payroll Associate
Ontario Aboriginal Housing Services
500 Bay Street
Sault Ste. Marie ON P6A 1X5

In meeting the objectives and vision of the organization, preference will be given to qualified individuals of First Nation, Métis, or Inuit ancestry, and are asked to self-identify on their cover letter.

Ontario Aboriginal Housing Services welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process. Ontario Aboriginal Housing Services also welcomes and supports diversity including people who identify as LGBTQ2S+.

The continuation of this position is subject to funding renewal.

We thank all candidates who choose to apply, however, only those selected for an interview will be contacted.