

## **MANAGEMENT CONSULTANT – CONSTRUCTION SECTOR**

Your experience in the Construction Trades industry, coupled with your knowledge of initiatives and programs aimed at strengthening the sector through diverse and inclusive workforce development, will have prepared you to join the City of Toronto, Employment Social Services as a Management Consultant and contribute to positive change.

Reporting to the Manager Workforce Development you will support the design and implementation of construction sector workforce development objectives and processes supporting City projects and initiatives. In particular, you will provide expert analysis and recommendations that will help increase local diversity and inclusion in the construction trades through various City programs and policies, including Community Benefits Agreements, Social Procurement, community revitalizations, and other such levers.

Success in this role involves ongoing engagement and direct liaison with a variety of construction sector stakeholders, including developers, contractors, sub-contractors, trade unions, trades training centres and industry associations. You will rely on your exceptional leadership, communication and negotiating skills to ensure that City and project objectives are met, while gathering and considering the perspectives and needs of partners and stakeholders. Ultimately, this role will ensure that engagement with construction sector stakeholders leads to improved access to construction sector training and increased employment outcomes for underrepresented populations and equity-seeking groups across Toronto's diverse communities.

A savvy communicator, you will develop presentations and project plans for a diverse audience promoting organizational learning and taking steps to orchestrate change through organizational, interdepartmental, and corporate-wide initiatives. Data gathering, analysis, and developing alternative solutions is required to support related projects and programs. You will also be responsible for assisting in the assessment and analysis of corporate organization effectiveness issues and preparing confidential reports with respect to program and service changes, and policies, systems, processes and practices.

You will supervise cross-departmental teams and lead various committees and working groups in the development and application of corporate policies and management practices in order to assess viability and implications. You will also recommend changes to support management priorities and functions towards strengthening inclusivity and diversity. Your expert knowledge of a range of construction industry training and employment standards, recruitment processes and prerequisites, and government legislation, including in Occupational Health and Safety, will ensure your success in this role. You also have knowledge of and/or experience with the barriers to equitable access to construction sector employment. While all qualified applicants will be considered, lived experience as an Indigenous person or a member of an equity-seeking group would be an asset.

**Key Qualifications for this position are as follows:**

- Training in a construction trade discipline with a Certification of Apprenticeship, Certificate of Qualification, Red Seal, or an equivalent combination of education or training and experience.
- Considerable experience in stakeholder management, including developing and managing relationships with leaders within a variety of construction industry organizations such as trade unions, industry associations, training centres, developers, contractors and sub-contractors.
- Considerable experience developing and delivering presentations to a variety of audiences, chairing meetings, and leading diverse work groups.

### **Work for the City you love**

**Toronto** is Canada's largest city, the fourth largest in North America, and home to a diverse population of about 2.8 million people. Consistently ranked one of the world's most livable cities, we are a global centre for business, finance, arts and culture. Join the award-winning Toronto Public Service as Management Consultant, Construction Sector, within our Employment & Social Services Division.

### **How to Apply:**

For more information on this and other opportunities with the City of Toronto, visit us online at [www.toronto.ca/jobs](http://www.toronto.ca/jobs). To apply online, submit your resume, quoting **File # 2321434 X**, by midnight on **March 22<sup>nd</sup>, 2019**.

The City of Toronto is committed to fostering an inclusive, accessible environment where all employees and members of the public feel valued, respected and supported. We are dedicated to building a workforce that reflects the diversity of the public and the communities in which we live and serve.

### **Accommodation:**

If you are an individual who requires accommodation to apply to this position, due to disability under the Ontario Human Rights Code, please email us at [application.accommodation1@toronto.ca](mailto:application.accommodation1@toronto.ca), quoting job ID #2321434X and the job title. The City is committed to providing Code-protected accommodation throughout its hiring process. . Please visit [Hiring Policies and Statements](#) for further details.