

## **HSO/Accreditation Canada – Chief People Officer**

Health Standards Organization (HSO)/Accreditation Canada is seeking a Chief People Officer to join a vibrant, engaged, and dynamic team at an exciting time of growth and transformation. Reporting to the CEO, the successful candidate will develop and implement our people strategy while empowering a Talent Management team focused on organizational culture, employee wellness and engagement, and business enablement. As the head of our Talent Management team, you will have the opportunity to shape the future of our organization and make a lasting impact on our mission to improve the quality of healthcare around the world.

HSO/Accreditation Canada is a global social impact organization that is improving health worldwide by working with leading experts and people with lived experience to develop standards, assessment programs, and quality improvement solutions. As we continue on our journey of digital and business transformation, we are looking for a Chief People Officer who is excited by change, thrives in a fast-paced environment, and is passionate about making a positive difference in the world.

The Chief People Officer will be responsible for providing strategic and operational leadership in all aspects of the talent management function. This will include developing and executing the people strategy, ensuring that we have the right talent in place to achieve our business goals, and creating a culture of innovation and collaboration. The ideal candidate will have a track record of progressive experience as a transformational People and Culture leader. They are a proven champion of Inclusiveness, Diversity, Equity, and Accessibility. They have excellent communication and interpersonal skills, a collaborative and inclusive leadership style, and a passion for creating positive change in the world. If you are a dynamic and innovative leader who is excited about the opportunity to make a difference, we encourage you to apply for this exciting role.

If you have the dedication, skills, and passion to be HSO's next CPO, please submit your CV and Cover Letter via: [boyden.thriveapp.ly/job/1995](https://boyden.thriveapp.ly/job/1995). For more information, please contact Nick Chambers and Mona Khan at [mkhan@boyden.com](mailto:mkhan@boyden.com).

### **Position Profile**

Responsibilities:

- Provide strategic and operational leadership in all aspects of the talent management function, including developing and executing the people strategy, ensuring that we have the right talent in place to achieve our business goals, and creating a culture of innovation and collaboration.
- Champion employee wellness and engagement initiatives to promote a positive workplace culture and foster employee retention.
- Develop and implement employee engagement strategies that align with the company's overall goals and values.
- Drive efforts to ensure that HSO/Accreditation Canada's workforce is diverse, equitable, and inclusive.
- Lead the Talent Management team to achieve the company's people-related objectives.
- Partner with senior leaders to understand business needs and provide strategic guidance on talent management initiatives.

- Develop and implement programs and policies that promote learning and development, career progression, and leadership development.
- Foster a culture of continuous improvement and innovation in all areas of the talent management function.
- Collaborate with other leaders across the company to ensure that the people strategy is aligned with the overall business strategy.

Requirements:

- Bachelor's degree in human resources, business administration, or a related field; a Master's degree and CHRP designation are preferred.
- Expertise and experience in talent management leadership
- Experience in leading employee wellness and engagement initiatives.
- Proven track record of success in creating and implementing talent management strategies that drive business results.
- Experience in fostering a diverse, equitable, and inclusive workplace.
- Excellent communication, interpersonal, and leadership skills.
- Ability to think strategically and translate strategy into actionable plans.
- Strong business acumen and a deep understanding of organizational dynamics.
- Passion for making a positive difference in the world and improving healthcare globally.