

# Indigenous Talent Program

**Requisition Number:** 10217

**Position Type:** Term

**Position Length:** 2 years (extension/permanent possible)

**Location:** Ottawa (Downtown), ON, CA

**Remote Work:** Yes, within Canada

**Closing Date:** October 2, 2024 23:59 EST

## Equity, Diversity & Inclusion

The Bank is committed to achieving a workforce that reflects the diversity of our country and is representative and inclusive of all Canadians regardless of race, ethnicity, colour, religion, sex, age, disability, sexual orientation, gender identity or expression, socio-economic background or lived experience. By living our values and prioritizing our actions to enhance equity, diversity and inclusion, the Bank ensures broader discussions, better decisions, and a more engaging workplace.

We make career growth and professional development a priority. We are committed to developing inclusive, barrier-free recruitment and selection processes, and a work environment that supports our diverse workforce.

Let our team know if you need accommodation or support during the recruitment process due to a disability or other reason. We can provide support in multiple ways, from using this site and submitting your application, right through to the interview process. If you are the successful candidate, you can also discuss accommodation needs when you receive your offer.

Contact [accessiblecareers@bankofcanada.ca](mailto:accessiblecareers@bankofcanada.ca) to discuss how.

We invite you to join an organization where differences are seen as strengths and are recognized, valued and respected. We welcome all candidates to apply and strongly encourage candidates to self-identify if they identify with an Employment Equity designated group (Indigenous Peoples, Persons with Disabilities, Women or Racialized/Visible Minorities).

## Take a central role

The Bank of Canada has a vision to be a leading central bank—dynamic, engaged and trusted—committed to a better Canada. No other employer in the country offers you the unique opportunity to work at the very center of Canada's economy, in an organization with significant impact on the economic and financial well-being of all Canadians. You will be challenged, energized and motivated to excel in our environment.

Building on the principles that have always guided us – excellence, integrity and respect – we strive to be forward-looking and innovative, to welcome people with diverse perspectives and talents, and to earn trust by living up to our commitments and by clearly explaining the intent of our policies and actions.

With our defined-benefit pension plan, benefits, and high flexibility for work life balance - find out more about why we are annually ranked as one of Canada's top employers: [Working Here - Bank of Canada](#)

Find out more about the next steps in our [Recruitment process](#).

## About our Indigenous Talent Program

We are committed to Reconciliation and our Talent Program is one of our key commitments aimed at increasing the inclusion of Indigenous Peoples in our workforce. It is essential for the Bank to support the career development of Indigenous Peoples, as their unique insights and experiences are invaluable in shaping policies and actions that benefit everyone in Canada. We aspire to offer candidates a supportive pathway for career growth and development and to create an environment of belonging and well-being where Indigenous employees thrive.

## What you can expect

As a participant, you will gain invaluable work experience, and have access to a wide range of professional development activities, including:

- Mentoring from Indigenous and non-Indigenous experienced professionals
- Learning and development opportunities
- Career navigation assistance
- Networking events

Our goal is to find you a meaningful career opportunity that aligns with your skills and interests. We recognize and value the unique talents and perspectives that each individual brings. We are dedicated to fostering an environment where you can succeed, and we provide the necessary training and support to help you excel in your role.

The Bank has a wide variety of roles across different areas. Some of the areas we are hiring for include:

- Facilities & Trades
- Administrative Support
- IT Service & Support
- Cyber Security
- Financial Services
- Research & Economics
- Data & Business Analysis

#### **Eligibility requirements**

- Self-identify as First Nation, Inuit or Métis. You will be asked to self-identify as part of the online application. You will also be asked to provide information on your career interests and goals. We also encourage you to speak to your connections to Indigenous communities.
- When submitting your online application, please include an updated resume.

#### **Remote/Hybrid Work model**

The Bank offers work arrangements that provide employees with flexibility, enable high-performing teams, and support an excellent workplace culture.

- **Remote work option**

For most available positions, should you not live within reasonable commuting distance of the office, you will be able to work 100% remote (within Canada) for the duration of the term.

- **Hybrid Work option**

Most employees who live within reasonable commuting distance to the office can telework from home for a substantial part of each month as part of the Bank's hybrid work model, and they are expected on site at the Bank location a minimum of eight days per month to help build connections between colleagues. You must live in Canada, and within reasonable commuting distance of the office.

#### **Additional Information**

- Language requirement: English or French essential
- Priority will be given to Canadian citizens and permanent residents
- Offers of employment are conditional on a security verification.
- Relocation assistance may be provided, if required
- As the next step in the recruitment process, candidates selected to move forward will be contacted by a member of the Recruitment team for a telephone interview.
- Please save a copy of the job poster. Once the closing date has passed, it will no longer be available.
- Questions? Please contact [recruitment@bankofcanada.ca](mailto:recruitment@bankofcanada.ca).

**What you can expect from us**

This is a great opportunity to join a leading organization and be part of a high-performing team. We offer a competitive compensation and benefits package designed to meet your needs at every stage of your life and career. For more information on key benefits please visit [A great deal to consider](#).

- Salaries are determined based on the type of position, as well as your qualifications and experience. Candidates who are selected for a telephone interview will receive more information on salary ranges.
- The Bank offers an incentive for successfully meeting expectations or exceeding expectations. Exceptional performers who far exceed expectations may be eligible for higher performance pay.
- Flexible and comprehensive benefits so you can choose the level of health and dental coverage that meets your needs.
- Four weeks of vacation per year
- Extra vacation days (up to five each year) that you can purchase to add to your vacation entitlement.
- The Bank's program and approach to using employment equity, diversity and inclusion information is further detailed in the [Equity, Diversity and Inclusion Strategy 2022-24](#). Further information about the program and information holdings are included in the Bank's Equity, Diversity and Inclusion Personal Information Bank ([PIB - BOC PPE 817](#)- see Employment Equity and Diversity section)

We wish to thank all applicants for their interest and effort in applying for this program. Only candidates selected for interviews will be contacted.