

Jawwaad Malik, CHRL - open to roles in the UAE

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SUMMARY

- **Strategic HR Consulting:** Act as a trusted advisor to managers and employees on global HR policies and programs, providing strategic guidance to support business objectives and maintain a high-performance culture.
- **Leadership Development & Coaching:** Strengthen organizational leadership by offering one-on-one coaching and consulting for Canadian and U.S. business leaders, ensuring alignment with both regional and global HR priorities.
- **Data-Driven Employee Relations:** Leverage data analytics to identify trends in employee relations, proactively developing interventions that foster an inclusive, equitable, and values-driven workplace environment.
- **Cross-Functional Collaboration:** Collaborate with HR teams across regions to execute scalable HR solutions, ensuring alignment with both regional and global organizational objectives and enhancing HR efficiency and impact.
- **HR Systems Implementation Leadership:** Led the implementation of key HR systems, including Workday and ADP Payroll, improving HR operations, streamlining processes, and enhancing data accessibility across the organization.

EXPERIENCE

Sr. HR Manager - North America

NCR Voyix

April 2024 – Present (CONTRACT), Canada & USA

- Provided direct coaching to regional leaders and business heads, aligning people priorities with high-growth business objectives
- Currently leading the projects of developing Job Families and bands for over 250 roles
- Performed comprehensive job analysis and evaluations to ensure job classifications and compensation structures were aligned with organizational objectives
- Participate in the development of competency models to be used throughout the organization for selection, assessment, training and development and succession planning
- Positions; Develop high potential and successor candidates to meet future talent requirements
- Provide organizational design consulting support; Assesses and monitors the effectiveness of all development and training initiatives against predefined metrics
- Ensures continued organizational effectiveness in talent acquisition through both acquisitions and organic growth
- Supported restructuring and organizational change in dynamic, multi-location environments

Sr. HR Business Partner, North America

Fugro - Energy & Offshore Wind divisions

June 2018 to December 2023, USA & Canada

- Collaborated with HR leadership and colleagues on key projects and initiatives to align with regional and global organizational objectives
- Cultivated and maintained 50+ strategic relationships with key stakeholders, resulting in improvement in process efficiency and adherence to integrity standards.
- Led job evaluation, succession planning, and competency modeling to scale workforce capacity
- Collaborated on organizational efficiency, talent planning, and talent acquisition to ensure the right people in the right roles.
- Supported shared services function and integration of Human Resource and the relationship with its employees and operating businesses.
- Partnered for proactive workforce planning, resulting in a 20% reduction in time-to-fill for key roles.
- Aligned regional HR policies and practices with global strategy in a cross-cultural environment

HR Country Manager, Canada

Fugro - Land/Oil & Gas Division

March 2018 to December 2023, Mississauga & St. John's NL

- Translates business strategies into people and organizational priorities; leads the discussion with the business leadership teams in applying and aligning people and organizational priorities with organization's vision and execution to achieve the business goals
- Oversaw full-spectrum HR for operations in multiple Canadian cities, including rewards, onboarding, and workforce development
- Partnered with leadership to forecast workforce needs, contributing to significant reductions in time-to-fill for key roles and strengthening the talent acquisition pipeline.
- Oversaw compensation and benefits planning across Canadian and U.S. offices, aligning rewards with organizational strategy to enhance employee engagement and retention.

Campus Recruitment Manager

Fidelity Investments

January 2017 to March 2018, Toronto, ON

- Develop and implement engagement strategies which served to tell organizations story
- Designed and delivered engaging activities that solicited interest in Fidelity graduate, intern, and apprenticeship opportunities
- Used understanding of talent markets and complex candidate profiles, as well as relationships with talent pools and communities to identify, secure and/or develop candidates for immediate and near future talent needs and pipelines
- Attract, track, report and close on high quality candidates creating a diverse pipeline of talent to fulfill hiring needs..

Engineering HR Advisor

Athena Automation LTD

May 2015 to October 2016, Mississauga, ON

- Drove and implemented talent attraction plans using a variety of engagement strategies to attract top technical talent
- Participated in the implementation of new business policies and processes including process redesign using independent judgement and discretion resulting in improved operation efficiency

- Designed and delivered HR metrics and reporting solutions for business planning usage.
- Managed annual compensation reviews to ensure market competitiveness and alignment with business objectives, utilizing salary benchmarking data and HRIS over a 3-month period, enhancing employee satisfaction by 15%.

HR Advisor

Arup Canada

January 2011 to May 2015, Toronto, ON

- Counsel senior managers for Arup Canada and Husky Energy on developing new innovative recruitment, workforce planning and training strategies for the white-rose extension oil project in St John’s.
- Resided in St.
- John’s NL for the duration of the oil project, developed full stand-alone HR, on-boarding program and demobilization schedule
- Maintain knowledge of legislative compliance and recommend policy changes.
- Conducted full-cycle workplace investigations.

EDUCATION

Bachelor of Human Resources Management

York University • Toronto • Completed

Diploma of Business Administration

Humber College • Toronto • Completed

Masters in Management (Online)

University of Illinois • Currently Enrolled

SKILLS

Microsoft Business 365
Workday
ADP Payroll

