

Sobeys Canada

Advisor Pension

Reference: 185143

Job Category: HR Pensions

Job Type: Full-Time

Location: Mississauga, Ontario

Embark on a rewarding career with Sobeys Inc., celebrated among Canada's Top 100 employers, where your talents contribute to our commitment to excellence and community impact.

Our family of 128,000 employees and franchise affiliates share a collective passion for delivering exceptional shopping experiences and amazing food to all our customers. Our mission is to nurture the things that make life better – great experiences, families, communities, and our employees. We are a family nurturing families.

A proudly Canadian company, we started in a small town in Nova Scotia but we are now in communities of all sizes across this great country. With over 1,600 stores in all 10 provinces, you may know us as Sobeys, Safeway, IGA, Foodland, FreshCo, Thrifty Foods, Lawtons Drug Stores or another of our great banners but we are all one extended family.

Ready to Make an impact?

Sobeys is full of exciting opportunities, and we are always looking for bright new talent to join our team! We currently have an opportunity as Advisor Pension.

Here's where you'll be focusing:

Role Accountabilities

- Support processes related to the administration and execution of retirement programs across all plan types
- Perform analysis and make recommendations regarding the effectiveness of retirement programs from employee and company perspectives
- Build solid relationships with all stakeholders to establish trust and credibility in the delivery of a value added service
- Assume ownership of retirement program experiences, ensuring all company touch points provide a worthwhile experience for plan members
- Deliver program analysis to meet business and board requirements in a timely and professional manner
- Research opportunities and market changes relating to retirement program design, execution and experiences
- Maintain accurate data by working with internal and external stakeholders
- Manage processes in conjunction with external partners to ensure SLA compliance
- Assist in the creation of a continuously adapting customer experience model
- Contribute to the creation of a coaching and development culture
- Responsible for the continued improvement, integration and development of technology and related process improvement opportunities across retirement related programs
- Assist in the advancement of a culture that integrates retirement planning into regular HR discussions
- Prepare and deliver reports for senior leadership including but not limited to the Pension Committee, the Pension Investment Committee, and the Human Resources Committee

Cross-Functional Accountabilities

- Work with cross functional groups in addressing project needs and deliverables
- Work with Finance and Payroll teams to provide support for quarter end and year end processes
- Work with leadership to communicate with federal and provincial pension regulatory authorities and other government bodies (Canada and U.S) and ensuring that all required regulatory reporting is completed accurately and within prescribed deadlines
- Represent the Company by participating in activities of external pension industry organizations legal counsel, payroll providers and auditors

What you have to offer:

- An Undergraduate Degree with a minimum of 5 years relevant experience
- Strong communication skills (both oral and written in English and French) (The candidate will be expected to work with peers in other provinces in the development, development and implementation of tools and processes across Canada, as well as provide support to Sobeys employees across Canada)
- Proficient use of Microsoft Office Suite; Advanced Microsoft Excel skills
- Proficient in use of SAP HR module; Dayforce experience would be an asset

- PPAC, CEBS, or other industry specific designation
- Ability to manage tasks to completion within deadlines
- Ability to analyze issues for appropriate resolution
- Ability to relate well to others in an environment of team collaboration
- Ability to create and manage relationships, both internal and external
- Ability to manage multiple priorities and be self-motivated
- Ability to participate in project based work
- Ability to challenge status quo thinking while working in heavily regulated program

At Sobeys we require our teammates to have the ability to adhere to a hybrid work model that requires your presence at one of our office locations at least three days per week. This requirement is integral to our commitment to team collaboration and the overall success of our office culture.

We offer a comprehensive Total Rewards package, which varies by role and designed to help our teammates to live better physically, financially and emotionally.

Some websites share our job opportunities and may provide salary estimates without our knowledge. These estimates are based on similar jobs and postings for general comparison, but these numbers are not provided by our organization nor monitored for accuracy.

We will consider factors such as your working location, work experience and skills as well as internal equity, and market conditions to ensure the selected candidate is paid fairly and competitively. We look forward to discussing the specific compensation details relevant to this role with candidates who are selected to move forward in the recruitment process.

Our Total Rewards programs, for full-time teammates, goes well beyond your paycheque:

- Competitive Benefits Package, tailored to meet your needs, including health and dental coverage, life, short- and long-term disability insurance.
- Access to Virtual Health Care Platform and Employee and Family Assistance Program.
- A Retirement and Savings Plan that provides you with the opportunity to build and add value to your savings.
- A 10% in-store discount at our participating banners and access to a wide range of other discount programs, making your purchases more affordable.
- Learning and Development Resources to fuel your professional growth.
- Parental leave top-up
- Paid Vacation and Days-off

We are committed to accommodating applicants with disabilities throughout the hiring process and will work with applicants requesting accommodation at any stage of this process.

Please apply online at: <https://rita.cegid.cloud/go/66f2c3bff718485a9b5816c6/51fc022458b70066fae4a230/en>