



ORO Community News

Building a Framework for Success

THE VOICE

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The Longest Winter!

It's hard to imagine the long cold winter we endured when everything is so green and lush. But we did survive, and like all good Canadians, we have a whole repertoire of great new "weather" stories to share.

Not only is the spring weather invigorating, but so too are many of ORO's initiatives, in particular the CS-01 Collective Staffing Job Fair and the launch of the newly designed IM and IT Management Development Program.

As I like to say, the ORO is designing programs that will help **you** manage and develop your career, *from hire to retire!*

These are exciting times at the ORO as we develop more products, services and initiatives by the community, for the community.

Nikolas Florakas
Director General, ORO

IT Community Generics

As we quickly approach the one year anniversary of the IT Community Generics launch, we couldn't have imagined the interest generated by this initiative. To date, departments representing almost 70% of government CS's are considering or undertaking an Organizational Readiness Assessment (ORA) to implement IT Community Generics within their IT organization.

To learn more about IT Community Generics, contact Donna.Stark@tbs-sct.gc.ca or go to www.ITGenerics.gc.ca

CS-01 Collective Job Fair

The CS-01 Job Fair – A Thrill Ride for Participants

The first annual Post-Secondary IT Recruitment Campaign was held on June 4-6, 2008 at the Palais des congrès in Gatineau. By all accounts it was a resounding success! The fair provided pre-qualified candidates from

across Canada the opportunity to meet with hiring departments and agencies as the final (matching) phase of this collective staffing process.

Coordinated by the ORO on behalf of 15 hiring departments and agencies, this entry level competitive process led to 227 candidates qualifying to fill 200+ CS-01 positions across Canada as application developers, technicians (infrastructure and operations), and quality assurance testers.

At the job fair, departmental kiosks offered candidates the chance to learn more about each organization. At the same time, interview stations were set up to give organizations the chance to meet briefly with the candidates in whom they were interested. Interviews lasted 15 minutes and up-beat music clips provided the cue to wrap up and move on to the next. The process was compared to "speed-dating", where candidates are already pre-qualified and it's just a matter of finding the 'right fit' for each position!

Departmental representatives endorsed the job fair enthusiastically. One participant said, "It's been an exhausting process, but a great experience; we've seen so many strong candidates – I'd definitely participate again."



From the candidate perspective, when asked what they liked most about the process, the job fair topped the list. "It is very different from any staffing process I've been involved with. I like the job fair idea very much. It gave me the chance to talk to many hiring managers from different departments."

Candidates who do not receive offers will remain in their pre-qualified pool for one year. ORO intends to make this an annual event and will begin the process again in the fall. All departments interested in participating in the 2008 recruitment campaign should contact Tracey

Sampson at tracey.sampson@tbs-sct.gc.ca

The new IM and IT Management Development Program (MDP)

The selection process to recruit new participants is underway. We are designing a Mentoring Program which will be launched in the fall. This is a new component of the MDP and we are looking for mentors at the DG level and above. We're also seeking assignment opportunities for this new cohort. If you'd like to volunteer as a mentor, or for more information, contact Christine.Tremblay@tbs-sct.gc.ca

Courage is what it takes to stand up and speak; courage is also what it takes to sit down and listen.

Winston Churchill

Integrated IM and IT Human Capacity and Business Plan

This plan was recently posted on the ORO web site as a reference for community business and HR leaders. Thanks to a collaborative effort, this guide will support the now-mandatory HR planning required within IM and IT organizations. To ensure that communities' needs are being met and that the accompanying action plan is evergreened, ORO will update the plan at regular cycles to meet human capacity needs at both the department and enterprise levels.

The ORO will host information sessions in the coming months on how best to utilize the IM and IT Plan. For more information, contact Hélène.Valin@tbs-sct.gc.ca

New & Improved Web Site

We invite everyone to check out our newly updated web site at www.oro.gc.ca

To subscribe or unsubscribe to the Voice, email oro-bgc@tbs-sct.gc.ca