# Lise Mignon, 49

**Occupation:** Manager
**Employment Status:** Indeterminate

*" I feel less compelled to use Career Marketplace because my department set up their own version and that's the one the 'higher ups' put their weight behind. "*

## BIOGRAPHY

Lise Mignon created a profile on GCcollab/connex in order to gain access to the platform. She doesn't fully understand how to use the platform, and feels as though she would benefit from a training session. As her work can be sensitive in nature, she would love to see better security options. She wants to be able to create a healthy and stimulating environment, but is often competing with other departments for resources.

## GOALS

- To find potential employees and keep an eye out for promising talent.

- To have more candidates from the outset and hire as quickly and efficiently as possible.

- To seek for candidates with "soft" skills in addition to their knowledge and experience.

- To quickly and simply fill positions like deployments and micro-missions.

## FRUSTRATIONS

- Career Marketplace (CM) is hard to navigate.

- Job seekers have limited or irrelevant information available on thier GC connex/collab profile for managers to determine if they are the right fit.

- Users misunderstand a lot of the language on CM.

- It's frustrating not being able to pull applicant details from existing pools or prequalified candidates.

- CM search has poor filtering options, it doesn't sort by position, or classification.
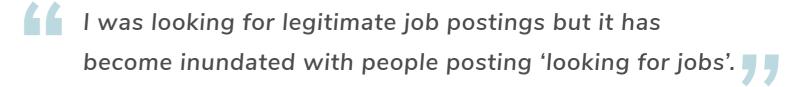
## ALTERNATIVE RESOURCES

- Jobs.gc.ca
- Facebook

- The Wire
- LinkedIn

- NRCAN system

# Corey Jordan, 52

**Occupation:** Analyst
**Employment Status:** Indeterminate

*" I was looking for legitimate job postings but it has become inundated with people posting 'looking for jobs'. "*

## BIOGRAPHY

Corey joined GCcollab/connex after a colleague mentioned it was a good way to find other opportunities. He likes having a profile so people can get to know him without introducing himself. Due to the nature of his work, he has occasionally worked with non-public servants, and wishes he could connect with them.

## GOALS

- To find new opportunities that are interesting and help him to develop or improve skills outside of his day-to-day position.
- To connect with project teams in other departments and be aware of what other departments are working on.
- To find a promotion at a higher salary level and to get new experience.
- To find a team with a work culture that fits him.

## FRUSTRATIONS

- Some fields to complete in Career Marketplace (CM) are vague.
- Capturing skills is difficult on CM.
- The CM postings (card UI design) don't show enough relevant detail (location, group/level, etc.).
- Notification system is confusing and inefficient.
- The different HR terminology isn't always clear.
- The purpose of CM is not clearly communicated.
- People working in agencies are treated differently when it comes to hiring, and it's unclear what jobs they can apply for.
- There is a lack of opportunities being posted.

## ALTERNATIVE RESOURCES

- Jobs.gc.ca
- GCconnex community
- Informal Networking
- Facebook
- NRCAN system
- Targeted training

# Jake Piccata, 28

Occupation: Student
Employment Status: FSWEP

*" If you post an opportunity saying you're available it's just putting yourself out there. "*

## BIOGRAPHY

Jake moved to Ottawa to foster a career in government after completing his Bachelor of Arts from the University of Calgary. He is currently earning a graduate certificate from Algonquin College and is participating in a student internship with the Government of Canada. Jake is using his GCcollab/connex profile to network with other public servants and secure a more long term job. He has done casual/contract positions in the government prior to his internship, but would love to have a more permanent position.

## GOALS

- To network and build connections with potential employers.
- To make a career within the Government of Canada.
- To have access to Career Marketplace between contracts.
- To gain skills through micro-missions.
- To learn more about bridging opportunities.

## FRUSTRATIONS

- Very few opportunities for students.
- Government hiring can take a long time, even through Career Marketplace (CM).
- Not many departments are using CM.
- The platform is not designed with students in mind.
- There are rarely student jobs posted on CM, since most posts are at-level movements.
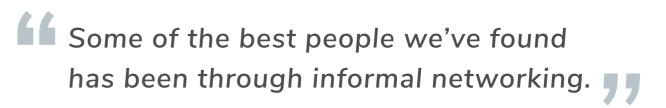
## ALTERNATIVE RESOURCES

- Jobs.gc.ca
- Informal Networking
- FSWEP
- Facebook groups
- LinkedIn
- Twitter

# Ana Godiva, 41

Occupation: Staffing Advisor
Employment Status: Indeterminate

" Some of the best people we've found
has been through informal networking. "

## BIOGRAPHY

Ana began working in Human Resources (HR) after a career change at age 29. She had previously worked in communications for a small business. She discovered a love for human resources after helping her friends revamp their resumes and find jobs. From there, she became interested in the hiring process, and received an HR Management certificate from York University.

## GOALS

- For managers know where to find staff quickly and easily to enable more horizontal movement across the government.

- To find the best candidates for the position regardless of platform and method of staffing, while respecting legalities and Government of Canada Values and Ethics Code.

- To have Career Marketplace become an official hiring method for at-level mobility. To see more data about successful matches on Career Marketplace.

## FRUSTRATIONS

- Currently no system in the GC robust enough or usable to facilitate simple at-level movement.

- Current process for at-level staffing are not efficient or normalized, resulting in an informal "mishmash" of processes and networking.

- Difficult to staff at-level positions when employees are afraid of pay issues if they move.

- Not all managers operate off a common staffing language, resulting in challenges when communicating with HR.

## ALTERNATIVE RESOURCES

- Jobs.gc.ca

- Informal Networking