

Job Posting: 177133 - Position: S26 Employee Experience - Summer 2026 Co-op/Intern 177133B

Co-op Work Term Posted:	2026 - Summer
App Deadline	01/21/2026 09:00 AM
Application Method:	Through Employer Website
Posting Goes Live:	01/14/2026 11:53 AM
Job Posting Status:	Approved

ORGANIZATION INFORMATION

Organization	Definity Financial Corporation
Address Line 1	111 Westmount Road South
City	Waterloo
Postal Code / Zip Code	N2J 4S4
Province / State	ON
Country	Canada

JOB POSTING INFORMATION

Placement Term	2026 - Summer
 Job Title 	S26 Employee Experience - Summer 2026 Co-op/Intern 177133B
Position Type	Co-op Position
Job Location	Toronto, ON
Country	Canada
Duration	8 months
Work Mode	Hybrid
Salary Currency	CAD
Salary	0.0 per hour for 0 Major List
Salary Range \$	\$22.50 per hour
Job Description	

Definity is the parent company to some of Canada's most long-standing and innovative insurance brands, including Economical Insurance, Sonnet Insurance, Family Insurance Solutions, and Petline Insurance. Our ambition is to be one of Canada's leading and most innovative property and casualty insurers. We can't do that without our people, so we embrace and encourage a culture that's collaborative, ambitious, rewarding, and empowering.

We offer a flexible, hybrid work experience where employees work from the office and virtually depending on the type of work they are doing and who they are working with. Bring your true self and be a part of our journey. It's better here.

YOUR NEXT CO-OP PLACEMENT

Work term: Summer 2026

Work term length: 8 months

From classroom to co-op to career, every step of your journey has an impact on your future. That's why it makes sense to choose a co-op placement with a company that offers truly rewarding work and real-life experience. At Definity®, your contributions, creativity, and energy will be put to good use, and you'll get to be involved with initiatives that support our strategic goals and use your skills in a supportive team environment.

If you're looking for a company that takes care of its people - full time, part time, and co-ops alike - and has a track record of doing big things, get ready to love it here.

What you'll be doing

At Definity, we believe a great employee experience (EX) is essential at every stage of the employee lifecycle. We're committed to creating a positive, inclusive, and engaging culture where all employees can thrive. Our Employee Promise of CARE-Collaborative, Ambitious, Rewarding, Empowering-guides everything we do.

As an Employee Experience Co-op, you'll gain hands-on experience supporting employee experience programs and initiatives across the organization. You'll work on projects that shape our culture, strengthen engagement, and foster belonging. This is your opportunity to learn, contribute and build practical experience in EX and HR.

- Support EX programs including engagement and listening, performance management, recognition initiatives, employee journeys and hybrid experience.
- Assist with employee listening initiatives, including lifecycle surveys (Annual, Pulse, Onboarding, Exit) in Qualtrics.
- Support survey set-up, testing and troubleshooting.
- Assist with data analysis, identifying themes and summarizing insights.
- Provide project coordination and operational support across HR initiatives, including writing communication plans, tracking programs, maintaining records and generating reports.
- Collaborate with cross-functional teams on project planning, developing communications and delivery of programs.
- Support other Talent & Culture initiatives as needed.

Did you know?

- We care about our co-ops: Definity's co-op students are considered the best pipeline of talent for our full-time, permanent positions.
- We care about students: Definity distributes \$85,000 in scholarships to students across Canada each year.
- We care about our community: Definity donates more than \$1 million every year to causes that drive true change in the neighborhoods in which we live and work.

What can Definity offer you?

- Meaningful work forwarding our purpose of building a better world by helping our clients and communities adapt and thrive in their hardest times of need.
- Culture of accountability, empowerment, and collaboration.
- Opportunities to support personal and professional growth through real-life experience and unique learning opportunities. Our Leadership Essentials program builds knowledge and skills to Team Leaders to Directors
- Opportunity to join our employee groups - focused on women's empowerment, LGBTQ+, anti-racism and cultural equity, and environmental activism.
- Determined to create positive change for our environment, our people, and our communities, now and in the future. Check our ESG work!

This position is being posted to fill an existing vacancy.

The hourly compensation for the role starts at \$22.50 per hour and will increase based on factors including but not limited to, skills, education, experience, and the recommended rates as set by the respective educational institution.

Job Requirements

What you bring

- Currently enrolled in a post-secondary program in Human Resources, Business, Psychology, Data & Analytics, Communications, or a related field.
- Strong organizational and project coordination skills, with ability to manage priorities.
- Strong written and verbal communication skills.
- Proficiency with Microsoft 365 (Excel, PowerPoint, Word); experience with Qualtrics or survey tools is an asset.
- Team oriented, curious, and self-motivated.
- Ability to maintain confidentiality and handle sensitive information with discretion.
- Comfortable working in a hybrid environment.

We also take potential into consideration. If you don't have this exact experience, but you know you have what it takes, be sure to give us more insight through your application and cover letter.

Our inclusive work environment welcomes diversity and supports accessibility. If you require accommodation at any time during the recruitment process, please let us know by contacting accessibility@economical.com.

Background checks

This role requires successful clearance of a background check (including criminal checks and leadership references).

Citizenship Requirement N/A

APPLICATION INFORMATION

Application Procedure Through Employer Website

Special Application Instructions

APPLICATION LINK: <https://hdks.fa.ca2.oraclecloud.com/hcmUI/CandidateExperience/en/sites/Careers-Definity/job/8830>

Please click the "I intend to apply to this position" button on SCOPE and also submit your application via the employer's website.

Applications are accepted on a rolling basis and the posting may be expired at any time by the employer as submissions are received.

Students should submit their applications as soon as they are ready.