

Let's Talk Business

For Ted Rogers School Students

These reports describe industry sectors and career paths of interest to Ted Rogers School students and alumni. Each report leverages BCH employment data and the expertise of our staff. This collaborative effort engages staff, students, alumni and the University Business Librarian.

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A Day in the Life of a Talent Acquisition Consultant

We chatted recently with Samirah Kamal, a Ted Rogers School alumna who graduated from the Human Resources Management program in 2021.

She is currently working as a *Talent Acquisition Consultant* at Toyota Canada Inc.



Toyota Canada Inc. (TCI) is the distributor of Toyota and Lexus trucks, sedans, sport utility vehicles (SUVs), and cars in Canada. Its head office is based in Toronto, Ontario. Its regional offices are situated in Vancouver, Calgary, Montreal, and Halifax.

Q: Samirah, what do you do on a 'day-to-day' basis in your role as a Talent Acquisition Consultant for Toyota?

A: Every day is different. Due to the nature of my role, I'm fortunate enough to meet new people daily! To break it down, my role consists of day-to-day recruitment, mentorship, projects, and professional development.

Recruitment: At TCI, I work on full-cycle recruitment for Co-op students, Summer students, Contract employees, Full-Time employees and Managers. Full cycle recruitment includes posting the role on various platforms and through our HRIS/ATS system, shortlisting, phone screening, interviewing and offering/declining. This is for the National Head Office, including our Zone Offices across the country and our Distribution Warehouses.

Mentorship: Almost every term, I recruit a Co-op student. Many times in the past I have recruited from the Ted Rogers School program! The student will work closely with me to eventually lead the Co-op and summer student recruitment processes for the next term, along with other projects they may want to gain exposure to.

Projects: We're always working towards improving our current processes. This includes working on our goal to continue building a diverse workforce, our Co-op and New-Graduate Rotational program, and having a strong presence on campus by attending events and hosting sessions to engage with students. These are a few among many ongoing projects!

Professional Development: Like many jobs and industries, recruitment is always changing. Most recently, the introduction of artificial intelligence in the recruitment process has encouraged me to stay current with these changes by attending conferences both online and in-person. After recently graduating, I told myself I'd never stop learning! I'm grateful to work with an amazing organization, team, and manager, who continuously support my personal and professional growth.

Q: What technology platforms do you use in your role?

A: As the company is growing, we're always adapting to new platforms. Some of the platforms I'm currently using are MS Suite (Outlook, Excel, PowerPoint, OneNote, Word), MS Teams, SharePoint, Workday and LinkedIn. These platforms are used on a daily basis. As a Recruiter, I like to leverage job boards such as LinkedIn. MS Teams is helpful for projects that require collaboration and became popular once we transitioned to a hybrid work environment. Workday is a platform we use as both an ATS and HRIS.



Q: How does your industry impact the world?

A: The work of HR professionals in every organization was not only critical but very much appreciated, during the pandemic. HR teams worked diligently to ensure employees felt safe and comfortable enough to continue performing to the best of their ability.

Q: Which industry trends should aspirational students be aware of?

A: The introduction of AI in Talent Acquisition processes, the overall trend towards automation in HR and the transition of workforce preferences from in-person work to hybrid/remote work.

Q: What advice would you provide a Ted Rogers student who aspires to work in your industry?

A: If you're a Co-op student looking for your next work term, or a student looking for a summer internship, I highly recommend gaining experience across various industries and preferably with companies that use different Information Systems (e.g. Workday, SuccessFactors). I would recommend exploring and experiencing as much as you can during your work terms! If you know you want to pursue a career in Talent Acquisition, keep that in mind when completing your work terms. If you're unsure, it's best to gain general HR experience (e.g. an HR Coordinator or General HR Co-op role, rather than Recruitment Co-op). Build long-lasting relationships and broaden your network during your work terms/internships, so when you graduate, you can reach out to your prior co-workers for future opportunities.

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Human Resources Student Association (HRSA)

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Career Consultant Contributor Tanya Maden-Skydan

Tanya is a Career Consultant at the Business Career Hub supporting the Finance, Economics, and Real Estate programs at TRSM. She has previously contributed to another report titled [Let's Talk Business - Financial Analyst.](#)



Student Contributor Myuri Mohan

Myuri is a 3rd-year Law and Business student and an Events Operations Coordinator at the Business Career Hub. She is a member of the Ted Rogers Students' Society and is passionate about academia.