



Benefit Specialist, Human Resources - 1 position	Posting #: 55822
Human Resources	Posting Date: November 07, 2025
St. Joseph's Hospital - London, ON	Submission Deadline: November 20, 2025
Full Time	Jennifer Pasichnyk, Human Resources
Non-Union	Salary Range: \$49.02 - \$57.68 /hour

At St. Joseph's, we believe that taking care of our people is the foundation of providing exceptional care to our patients. We're looking for a Benefits Specialist who is passionate about helping others thrive — someone who combines technical expertise with a continuous improvement mindset to elevate the employee experience.

In this role, you'll provide day-to-day leadership and guidance for our benefits team, while also collaborating across HR to ensure our pension, benefits, and leave programs are delivered with excellence, accuracy, and care.

**What You'll Do**

- Lead and coach benefit staff through daily operations, fostering a culture of collaboration, accountability, and growth.
- Partner with HR colleagues to provide expertise in benefits legislation, policy, audits, and system optimization.
- Collaborate with Finance and Benefit Advisor to support annual benefit budgeting, renewals, and financial analysis.
- Champion process improvement initiatives, identifying ways to enhance service quality, streamline processes, and strengthen our employee experience.
- Contribute to major HR technology projects, including system upgrades and new module implementations — ensuring tools work smarter for our people.
- Serve as the key liaison with pension and benefit providers to ensure contracts, service standards, and employee needs are met seamlessly.
- Collaborate with external consultants on plan design adjustments to keep our programs competitive and sustainable.

Essential Qualifications

- Bachelor's degree in Human Resources, Business Administration, or a related field.
- 3-5 years of recent, relevant experience (health care experience an asset).
- Professional designation preferred — CHRL, CEBS, CCP, or equivalent.
- Deep knowledge of benefits and pension administration in both unionized and non-unionized settings.
- Understanding of relevant legislation (Ontario Pension and Benefits Act, ESA, etc.).
- Strong analytical thinking, with a knack for problem-solving and continuous improvement.
- Advanced skills in Microsoft Word and Excel.
- Proficiency in HRIS and payroll systems, with the ability to translate data into action.
- Exceptional communication, interpersonal, and customer service skills.
- Strong attention to detail and a commitment to confidentiality.
- A proactive, self-motivated approach with the ability to juggle multiple priorities.

Preferred Qualifications

- Experience working with Defined Benefit Pension plans.

Immunization Requirements

- Provide vaccination records or proof of immunity against measles, mumps rubella, varicella (chicken pox), Hepatitis B,

COVID-19 and influenza.

- Provide documentation of the Tuberculosis skin testing

*Your interest in this opportunity is appreciated.*

*Human Resources and Leaders use your profile information to evaluate your application for the vacancies you apply to.  
Only those under consideration will be contacted.*