Senior Global Mobility Advisor

Requisition	R0000192493
Employer	Royal Bank of Canada
Canadian locations	Toronto (Ontario, Canada)
Primary address	600 QUEENS PLATE DR, TORONTO, ON M9W 0A4, Canada
Posted	November 24, 2026
Date in the description	November 18, 2026
Posted deadline	December 4, 2026
Last day to apply	December 3, 2026
Business area	HUMAN RESOURCES & BMCC
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

Reporting to the Senior Manager, Global Mobility Management, you will be asked for advice and support on employee mobility, and will help ensure a consistent and responsive service to employees' needs. You will act as a liaison between employees, business leaders, Human Resources and suppliers to communicate advice and manage expectations, timelines and planning.

Responsibilities

- Work in teams to ensure compliance with mobility policies and processes in all employee files.
- Acting as an internal expert and lead liaison officer for global mobility policy guidance.
- Manage and update the operational components of the North American mobility program, using technologies such as Workday and ServiceNow.
- Ensure files are administered in line with requirements, proactively track status, and follow up with stakeholders.
- Advise the company on the solutions, considerations and risks of talent movements proposed at the planning stage and throughout the employee life cycle.
- Educate Talent partners (HRBPs, Recruiters, ER) on changes or updates to mobility programs.
- Provide oversight and recommendations on business processes.
- Balance risk mitigation with operational objectives and specific employee needs.
- Liaise with lawyers and provide advice, ensuring that problems are resolved or that they are appropriately multiplied.
- Ensure effective retention and tracking of employee files for internal and external audit.
- Keep up to date on relevant changes to legislation and regulations and recommend how they can be integrated into case management.

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Qualifications

- Demonstrated at least 5 years of expertise in global mobility, and experience in a business environment (e.g. internal legal, employee relations, human resources, global mobility).
- Advanced skills in verbal and written communication, with the ability to provide practical advice that mitigates risks and stimulates business decisions.
- Bilingual (French) is an asset but not a must.
- Experience in policy development and process efficiency through automated workflows and HRIS technology (e.g., Workday) is an asset.
- Organization, focused on detail, with a business sense, critical thinking and relationship management skills, able to work and communicate at all levels of the organization.
- Ability to navigate complex issues and solve them to resolution.
- Work experience under pressure on several cases with speed and precision.
- Self-learner with a positive, adaptable attitude, and capable of working independently and in a team.

Pay and benefits

- Possibility of being a valuable member of a central team to employee mobility.
- Exposure to stakeholders across multiple businesses and locations.
- A collaborative culture that recognizes innovative ideas and partnership values.
- Opportunity to develop and develop in a leading organization.

Job Skills

Coaching Others, Decision-making, Employee Relocation, Group Problem Resolution, HR Legal Services, Human Resources Consulting, Human Resources Operations, Human Resources Policy, Long-Term Planning, Process Management

RBC accepts applications until 11:59 p.m. on the day before the posted deadline.

Our Employment Opportunities

RBC works as One RBC and follows five shared values: putting clients first, integrity, collaboration, respect and excellence. As one of the world’s largest and most successful banks, it sees inclusion and different perspectives as important to continued growth. RBC supports staff in doing their best work, working together, innovating and developing professionally. Its policies and programs foster respect, belonging and opportunities for everyone to create value for clients and communities.

Talent community

People who join RBC’s talent community can receive new postings, career advice and recruitment event updates tailored to their interests.

RBC’s careers portal shares information about career paths and how its teams contribute to client and community well-being.

RBC is accepting applications for an existing vacancy. Qualified applicants may hear from the recruitment team for a more detailed review of their résumé.

Search for requisition R0000192493 on the RBC careers portal.

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