



Trust fund relations manager

Your company

The confidentiality statement

This document and supporting materials contain confidential and proprietary business information of the client and Gateway Staffing. These materials may be printed or photocopied for use in evaluating the proposed position, but are not to be shared with other parties.

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# Employee Benefits Package

of Benefits



# Introduction

## The recruitment process is flawed.

Hiring companies and candidates are expected to make life decisions with minimal information about each other. MyGateway is a recruiting process developed by Gateway and around 130 of our colleagues in the business, designed to find out as much as possible about both the hiring company, what they are looking for today and in the future and sharing that with you, the candidate.

Our job is not to recruit, it is to not recruit for our client. As our President, Gareth Callaway says "Once we fill a role, I never want to talk to the client about that job again".

It's a process that is designed to save everybody time and to find you a career move, not just a job.

# About VCA Software

Job position ○

Trust fund relations manager

Package ○

\$TBD

Location ○

Hybrid:

Background ○

Established by union trust funds in 1983 to operate on a not-for-profit basis, they are a leading administrator of Member pension, health benefit, vacation pay, supplementary unemployment benefit and productivity bonus plans.

They are Canada's only third-party administration company-owned and built by the union trust funds they work for!



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Gareth brings the ability to listen to his client needs and the ‘smarts’ to translate this into sourcing the right candidate only. Determination to fit the profile of the candidate to the skills and personality required is a critical but rare service principle.

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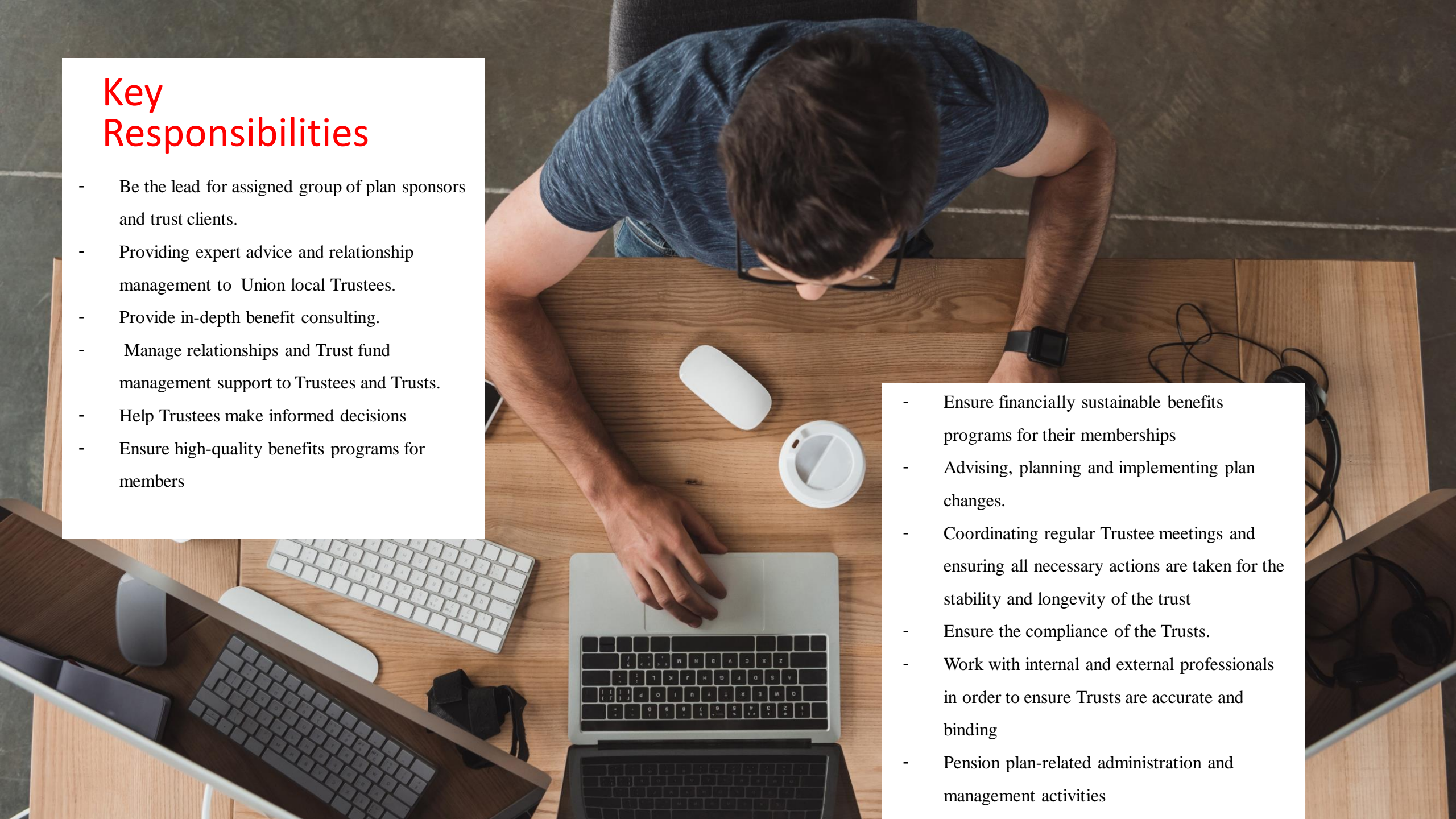
**Steve Thomas**

– CFO, Torex Gold Resources

# Key Responsibilities

- Be the lead for assigned group of plan sponsors and trust clients.
- Providing expert advice and relationship management to Union local Trustees.
- Provide in-depth benefit consulting.
- Manage relationships and Trust fund management support to Trustees and Trusts.
- Help Trustees make informed decisions
- Ensure high-quality benefits programs for members

- Ensure financially sustainable benefits programs for their memberships
- Advising, planning and implementing plan changes.
- Coordinating regular Trustee meetings and ensuring all necessary actions are taken for the stability and longevity of the trust
- Ensure the compliance of the Trusts.
- Work with internal and external professionals in order to ensure Trusts are accurate and binding
- Pension plan-related administration and management activities





# Skills and Competencies

Communication/  
Interpersonal Skills

Technical  
Competencies

Productivity

- Strong verbal, written communication skills, honed communication working with a variety of teams both internal and external.
- Self-driven, result-oriented with a positive outlook, clear focus on high quality and high performance.
- A person who is looking to constantly improve process
- Highly analytical with strong attention to details.
- Ability to technical to prepare budgets and forecasts for projects and initiatives
- Basic understanding of Excel and internal team communication software
- Self motivating, as the role is Hybrid
- Ability to influence positive change within a team dynamic
- Drive new ideas and ways to solve problems more efficiently

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Gareth and Gateway Staffing have been a fresh breath of air in a highly competitive recruiting industry. They put in the effort to get to know the candidate. No more wasting time with disappointing interviews. Gareth takes the time so that he can gauge if a candidate will be a good fit for the long term. It's been a partnership with Gareth, not just a client-vendor relationship.

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**Pooya Jalali**

– Assistant VP Foresters Financial





## MyGateway-What is it?

The recruiting process hasn't changed in over a hundred years. While technology has facilitated improvements in so many areas of business, recruiting has apparently resisted.

No longer.

MyGateway is a recruiting process that goes beyond the "traditional" and largely ineffective unstructured interview.

- Structured video recordings to save everybody time and add objectivity to the interview process.
- Behavioral surveys to ensure a career move that will engage and motivate you.
- Cognitive Surveys to facilitate a career move that will foster your growth. These aren't IQ tests, they measure learning style.
- All of this wrapped up into a summary report that becomes a template for your career growth with your new employer.

We're not resume peddlers, we represent candidates actively and with commitment to our clients. If you're reading this document it's because the myGateway process has shown us that you are a good fit for the role that we've told you about and that we are strongly suggesting to the client that they meet with you.

Take a look at what we do and how it ensures that by the time you get in to the MyGateway process you are under strong consideration for a role.



## Our Recruiting Process

Research has shown that unstructured interviews are hopelessly ineffective at predicting future success in a job.

Unfortunately, there isn't one good measure, so Gateway adopts a number of screening tools to ensure that we can add certainty to the recruiting process for everybody.

A recent report said that 46% of new employees won't be with the same company in 18 months.

The MyGateway process bucks that trend, offering our clients an industry leading placement guarantee by taking a holistic view to the recruitment process.

We look to engage you, the candidate, in the process and on the flip side, we offer structured interviews, behavioral surveys and cognitive surveys that look at your skills and experiences AND what motivates you. Once we get to your motivators, you are in a job that engages you.

And you're not one of the 85% of the workforce that is actively disengaged with work.

Or part of the 81% that would leave their job today.



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Long term customer supplier relationships in the staffing and recruitment industries are rare. For almost 20 years Gateway has been our "go to" recruiter by; understanding our requirements, pre-screening candidates, and presenting qualified people, quickly.

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**Graham Irvine**

– President, Global Matrix

# Gateway

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President

