

CAREER POSTING

POSITION:	Labour Relations Consultant
STATUS:	Full-Time
CLOSING DATE:	February 22, 2019

Do you have a passion for labour relations? Are you ready to be inspired by what you are doing; and, expand your knowledge and expertise in labour relations, human resources, collective bargaining and contract negotiations in the complex and dynamic field of health care labour relations?

Make the Health Employers Association of British Columbia (HEABC) your career destination. HEABC is a knowledge organization that stimulates innovation in BC health human resources and contributes to the sustainability of the health care system. Our mission, vision and values, combined with our strategic initiatives are what make HEABC a leader in strategic human resources in health care. We value integrity, respect, leadership, courage, excellence and teamwork. Join our highly talented team in a culture of learning, innovation and visionary thinking.

HEABC takes a provincial leadership role in human resources and labour relations issues management for more than 230 publicly funded health care employers. HEABC is responsible for negotiating six major provincial agreements covering more than 115,000 unionized health care employees covering nurses, health science professionals, ambulance paramedics and dispatchers, physician residents, and support workers in both facilities and community settings.

For more information, visit www.heabc.bc.ca.

OPPORTUNITY:

As a Labour Relations Consultant, you will establish and maintain effective working relationships with HEABC's members by providing advice on the interpretation and application of the various collective agreements within the healthcare sector and legislation applicable to health sector human resources. You will research collective agreement provisions, arbitration and court decisions and legislation to support the provision of advice to members. Attention to detail and effective writing skills are important, as you will assist senior staff in updating collective agreement interpretation guidelines, and in preparation for labour arbitrations, mediations, troubleshooting and expedited hearings and Labour Relations Board matters.

You will apply your client-focused, creative, analytical and problem-solving skills to support our members in achieving their business objectives and may participate on a variety of industry committees including collective bargaining. You will have the ability to work jointly with a variety of stakeholders with the aim of arriving at outcomes that support both health employers and health system objectives. You will work independently or as part of a team on projects as assigned to you from time to time.

Along with graduation from a university program related to labour relations you will have 1 to 3 years of recent related experience in labour relations or human resources in a complex labour relations environment. You are a problem-solver with excellent communication and team building skills and a proven ability to exercise good judgment on issues. You also possess the confidence and knowledge to build credibility throughout your client service area.

Along with a competitive salary, HEABC offers generous vacation, health, and pension plan benefits.

HOW TO APPLY:

If you're looking for a fulfilling and challenging career within a dynamic organization, please submit a cover letter and resume outlining your experience to:

HEABC, Human Resources
300 – 2889 East 12th Ave
Vancouver, BC V5M 4T5
Email: Careers@heabc.bc.ca
Fax 604.736.2715

We wish to thank all applications for their interest and effort in applying; however, only those candidates selected for an interview will be contacted.