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**York University**

**Associate Director, Faculty (Labour) Relations**

Reference: 107323

Duration: Permanent Full Time

Location: 4700 Keele Street, Toronto

York is a leading international teaching and research university, and a driving force for positive change. Empowered by a welcoming and diverse community with a uniquely global perspective, we are preparing our students for their long-term careers and personal success. Together, we can make things right for our communities, our planet, and our future.

The mission of York University's Office of Labour Relations is to facilitate effective labour relations between the University and the unions who represent York University employees. The Office strives for mutually respectful and reciprocal relationships that benefit the University and our employees, and that are consistent with and advance the desired culture of the University.

As an important leader in the Office of Labour Relations, and reporting to the Director, Faculty Relations, the Associate Director, Faculty (Labour) Relations provides professional and strategic advice to senior leaders on a wide range of academic labour relations issues and supports the Faculty Relations Office in achieving effective and academic labour and employment relations.

The Associate Director, Faculty (Labour) Relations is a key member of a Faculty Relations team that serves as the University's primary liaison for CUPE 3903 Units 1, 2, 3 and 4 and OPSEU 578 Units 1 and 2 (full-time and casual ESL instructors at the York University English Language Institute) and is responsible for:

* the interpretation, application, and negotiation of academic staff collective agreements
* grievance and arbitration preparation
* liaison with appropriate external organizations for the acquisition and provision of relevant information to support collective agreement negotiation
* development of initiatives and policies to foster and enhance a positive labour relations environment.

The nature of the work requires the incumbent to bring strong analytical skills, seasoned experience and intuition, and critical thinking skills to the role in order to make effective decisions, as well as the tact, judgment and ability to effectively negotiate the implementation of such decisions.

**Education:**

* Masters in Industrial Relations (MIR) degree or Law Degree specializing in labour/employment law or equivalent level of education and experience is required.
* Certificate and/or training in Alternate Dispute Resolution is considered an asset.

**Experience:**

* Minimum of 8 years' experience working in a complex multi-union labour relations environment, preferable in a university or the Public Sector, with a strong preference for experience working in an academic labour relations environment.
* Demonstrated experience and expertise in collective bargaining including acting as a chief negotiator on behalf of the employer.
* Demonstrated experience in drafting proposals and negotiating settlements in a complex unionized environment with multiple unions.
* Expertise in facilitating the resolution of complaints and grievances, advocating effectively on behalf of the employer, and in directing legal counsel on arbitration handling and settlement.
* Experience providing senior administrators with advice in labour relations and employment related issues.

For full position details, including skills and knowledge requirements, and to apply to this exciting opportunity visit the External Career Portal (www.yorku.ca/jobs) and refer to posting 107323.

We offer comprehensive benefits and access to superb educational and recreational facilities. For more information on what York has to offer U please visit: <http://hr.info.yorku.ca/benefits/>

Please apply online at: <https://rita.illicohodes.com/go/63fe26886666ebbe3dc94c64/59c28b6e75c94504c6d942a5/en>