

**BC Public Service Agency
Multiple Locations**This opportunity is for two (2) full-time permanent positions.

This position can work up to full-time from their home in British Columbia as per the Telework Agreement. Telework options may be available upon successful completion of a probationary period.

**Employee Relations Specialist
$80,800.00 - $114,400.02 annually**

The Employee Relations Specialist (ERS) provides specialized advice and expertise to supervisors, managers and ministry executives in responding to complex employee/labour relations issues involving included and excluded employees. As part of this, the ERS is responsible for interpreting and applying applicable collective agreements, legislation and government policies. The ERS also leads and supports complex employee/labour relations investigations into major workplace misconduct allegations.

The BC Public Service is committed to creating a [diverse workplace](https://www2.gov.bc.ca/gov/content?id=EC3DF4603BC14E929B95FB0D94AB1DE1) to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

**Qualifications for this role include:**

* A university degree in a related field (e.g. Business Administration, Industrial Relations, etc.) and a minimum of 3 years’ recent experience in a related Human Resources role in a unionized environment; **OR**
* A diploma in a related field and a minimum of 5 years’ recent experience in a related Human Resources role in a unionized environment; **OR**
* An equivalent combination of education and experience may be considered.
	+ Note: For the above requirement, to be considered “related”, Employee Relations or Labour Relations work must have been the primary function of the role. This should include the provision of consultative advice and expertise on matters such as employee/labour relations, performance management, attendance management, investigations, discipline, workplace complaints and/or grievances.
* Experience working effectively in a multi-disciplinary team environment and building relationships with partners and stakeholders.

**For more information and to apply online by April 14, 2023, please go to:** <https://bcpublicservice.hua.hrsmart.com/hr/ats/Posting/view/98592>