

Director, Labour Relations and Strategic Partnerships – Richmond, B.C.

At WorkSafeBC, we're committed to creating a province free from workplace injury and illness and to providing service driven by our core values of integrity, accountability, and innovation. By partnering with workers and employers, we help British Columbians come home from work safe every day.

We're looking for a business leader with strong knowledge of human resources, organizational development, and labour relations best practices to provide insightful direction, support, and advice to our organization.

Your collaborative leadership style will enhance our mandate to establish a cohesive, consistent, and principled labour relations approach. We strive to balance the rights and obligations of employees with the rights and obligations of managers to ensure we meet our key strategic goals. This role will partner your keen business sense and human resources and labour relations skills with your ability to build relationships to reach creative solutions in optimizing our connections with our over 3,000 employees and our bargaining association.

Consider joining us in this unique role that combines your expertise in all areas of human resources and a deep understanding of the labor relations landscape in our province.

What you'll do

As the director of Labour Relations and Strategic Partnerships you will:

- Provide expert advice and assistance in the areas of contract interpretation, grievance resolution, arbitration preparation and presentation, collective bargaining, and general labour relations matters
- Be a chief spokesperson for the organization in its collective bargaining relationships with employees represented by bargaining agents
- Lead the management of our relationship with the union and professional organizations representing workers
- Lead the development of HR strategic initiatives, policies, programs, and services and provide expert advice to divisional HR professionals and business managers on corporate policies and programs
- Foster collaboration, commitment, and support from divisional HR leads and ensure their accountability for implementation of corporate and regulatory HR functions and requirements
- Initiate, develop, and implement new programs, solutions, or significant change by understanding the strategies and business needs of the organization

Is this a good fit for you?

We're looking for someone who can:

- Provide robust leadership, motivation, and direction to experienced management teams by translating strategic plans into clear and actionable goals
- Represent WorkSafeBC and promote strategies and objectives internally and externally
- Use well-honed communication skills to build strong relationships, present information, and influence others
- Establish a high level of personal credibility and trust with senior level executives using professional expertise, judgement, and diplomacy

- Create a supportive working environment within your department by ensuring effective communication, promoting teamwork and collaboration, providing opportunities for employee involvement, and by recognizing employees' achievements

Your background and experience:

- A degree in human resources management, business, industrial relations, or a related discipline (master's degree is an asset)
- A minimum of ten years of experience in a senior human resources role in a large, complex organization with extensive experience in organizational development, progressive HR strategies, and labour relations in a unionized environment
- HR leadership experience working within a matrix reporting environment
- Specialist knowledge of legislation and labour relations principles and practices, including leading collective bargaining negotiations and preparing the management bargaining agenda

Who are we?

At WorkSafeBC, we're dedicated to promoting safe and healthy workplaces across British Columbia. We partner with workers and employers to save lives and prevent injury, disease, and disability. When work-related injuries or diseases occur, we provide compensation, and support injured workers in their recovery, rehabilitation, and safe return to work. We also work diligently to sustain our workers compensation system for today and future generations. We're honoured to serve the 2.4 million workers and 238,000 registered employers in our province.

What's it like to work at WorkSafeBC?

It's challenging, stimulating, and hugely rewarding. Our positions offer tremendous diversity and excellent opportunities for professional growth. Every day, the work we do impacts people and changes lives. What we do is important and so are the people we do it for.

Our benefits

Being part of WorkSafeBC means being part of a strong, committed team. Along with a competitive salary, your total compensation package includes vacation, optional leave arrangements, health care and dental benefits, and contributions toward your retirement pension. As a member of our team, you'll have access to services and benefits that can help you get the most out of work — and life. Learn more about [what we offer](#).

To apply

Visit worksafebc.com and select Careers to submit a resume and cover letter that details your characteristics, accomplishments, and prior work experience related to the requirements for the position. We can only accept applications submitted through our website. **Application deadline: June 20, 2019.**