



POSITION: Labour Optimization Specialist

DIVISION: Human Resources

LOCATION: Nanaimo

REPORTS TO: Director, Labour Relations

DATE: February 26, 2019

POSITION OVERVIEW

This contract position is intended to assist the Director, Labour Relations with implementation of strategic labour issues across the company. Working with internal clients, this position will also lead certain union negotiations to achieve desired outcomes. There will be considerable consultation with clients, outside counsel and the Labour Relations and Human Resources teams. Depending on outcomes, there may also be involvement in dispute resolution, mediation and arbitration cases.

RESPONSIBILITIES

- Provide strategic business partnering and effective LR solutions, to all levels of management as required; working in collaboration with the Director of Labour Relations and the Corporate HR team;
- Work closely with site based leadership in executing LR strategies and initiatives to align with corporate and business unit goals;
- Provide day to day advice, counsel and guidance to site leadership on all manner of strategic labour matters;
- Provide change management support to move forward required initiatives within the client group;
- Understand the Western business, both strategically and operationally, as well as the relevant business drivers and associated LR requirements for the execution of strategic initiatives;
- Coach and advise site based leadership and employees on HR related topics as required, including education on collective agreements, labour law and employment law;
- Resolve employee relations issues related to such initiatives and recommend and implement corrective actions when required;
- In collaboration with LR colleagues, provide input into the development and implementation of new LR programs and initiatives; and
- Work with outside legal counsel, including preparing for and participating in arbitration.

QUALIFICATIONS

EDUCATION AND EXPERIENCE

- Experience in negotiations, dispute resolution, mediation and arbitration
- Preferably hands-on experience in labour relations;

- Preferably a Master’s degree in Industrial Relations, or a Law Degree with a specialization in Labour relations, or equivalent

SKILLS, KNOWLEDGE AND REQUIRED COMPETENCIES

- Superior active listening skills;
- Superior negotiation skills;
- Ability to persuade employees, executive, union leaders, and external decision makers;
- Ability to deal with, manage, and resolve conflict in the workplace;
- Ability to write at a professional business level;
- Strong decision making, leadership, communication skills;
- Strong analytical background and problem solving skills;
- Mentoring and coaching employees;
- High level of integrity and professionalism; and
- Ability to travel up to 60% of the time.

To apply please visit: [Labour Optimization Specialist](#)