



Nanaimo-Ladysmith Public Schools

Director of Labour Relations

A wide-ranging LR/HR role for an expert relationship-builder

Reporting to the Executive Director of Human Resources you will be the district's senior expert on all aspects of labour relations. You will use your well-honed interpersonal and communication skills to foster positive union-management working relationships and provide direction and guidance to senior management and school-based staff through LR issues. With a diverse background in a broad range of Human Resource services, you will take an active role in the development and implementation of the department's Strategic Plan and assist in the direction and operation of the HR department.

During bargaining, you will plan and coordinate the processes leading up to contract negotiations, take an integral role at the bargaining table, act as the district's chief spokesperson during the process and educate management on the contract changes and how they will impact the daily functioning of the district and individual schools.

Day-to-day, you ensure consistent interpretation and application of the collective agreements, as well as lead staff through complex HR/LR issues and processes including investigations, discipline, and performance management. You will be leading by example as your roll up your sleeves running Labour Management meetings, conducting in-depth investigations and the myriad other jobs that comes at this challenging position. In addition, you employ best practices in adult learning and training methodology when providing in-house training to all levels of staff and mentorship and coaching within the Human Resources department.

You will work with union and management leaders ensuring issues and concerns are resolved as close as possible to the workplace before grievances are raised to higher levels. However, when issues are escalated you will be strategically managing the grievance process, you will provide advice and recommendations for solutions that maintain the district's integrity and are within the terms and spirit of the agreement. For cases that are presented to mediation, arbitration, the labour board, courts or human rights tribunals, you will prepare the background information, witnesses and documentary evidence.

Overall, your integrity, knowledge and commitment to open, honest and respectful communication will ensure that union-management relations are positive and productive. As a creative, reasonable and thoughtfully decisive labour relations practitioner, your goal is to navigate issues towards mutually beneficial resolutions, while maintaining consistency in the application of the collective agreement to legislative adherence.

As an innovative and passionate leader, your career path, to-date, will be diverse and progressive. You easily understand how the effective management of human resources and labour relations services are directly linked to organizational goals and direction.

With 1,800 employees serving over 14,000 students, the Nanaimo-Ladysmith Public Schools provides top-level education in both traditional and alternative environments, including Learn@Home and specialty academies.

Located on central Vancouver Island, the district is ideally situated for easy access to the Lower Mainland and everything the Island has to offer—year-around recreation, Canada's mildest climate and some of the most beautiful wilderness in the world.

This competition is managed by Go Futures HR, Inc. To apply, please send your resume and supporting documents by June 16, 2017 to www.makeafuture.ca/nanaimo-ladysmith. If you would like more information about the position, please contact our search consultant, Catherine Jagger at Catherine@gofutureshr.com.

For more information on this unique and dynamic opportunity, please visit www.sd68.bc.ca or www.makeafuture.ca/nanaimo-ladysmith.