

Labour Relations Officer External Posting

The organization:

The Health Sciences Association of Alberta is a progressive union representing approximately 26,000 paramedical, professional and technical members. Our staff are committed to delivering high-quality services to our members.

The position:

We are looking for a full time permanent Labour Relations Officer that will work out of the Edmonton office reporting to the Director of Labour Relations (North). This in-scope position will be responsible for the provision of labour relations advice and advocacy to our membership. The successful applicant may be assigned to arbitrations, facilitate workshops, and may lead or assist with collective bargaining. With exposure to a broad range of activities and projects, this opportunity will support your career development and aspirations!

What you bring:

You are an energetic, values-driven individual with a minimum of three years' experience at the intermediate level in Labour Relations, Industrial Relations, Human Resources, or related background. You have obtained a university degree, in addition to, specialized education directly related to employment law, conflict resolution, arbitrations, and negotiations. Equivalencies may be considered.

You have extensive experience with grievance management and team facilitation. You have a demonstrated ability to interpret collective agreement language and argue cases for the redress of workplace issues. An ability to explain contract issues utilizing various communication styles and methods is essential. You have a thorough understanding of and commitment to trade union philosophy and public healthcare. Travel throughout Northern Alberta may be required for this position as is your innate ability to plan and manage your time effectively.

Your core competencies:

Creative Problem Solving. You assess problems in new ways to achieve outcomes and solutions.

Agility. You anticipate and adapt to changing priorities and environments. You are resilient in times of uncertainty.

Develop Networks. You build connections and trust in relationships.

Build Collaboration. You lead and contribute to conditions that support teamwork, collaboration, consistency and excellence.

Drive for Results. You maximize resources to achieve organization goals while maintaining accountability to each other and stakeholders.

What We Offer:

Competitive Compensation: \$103,067 - \$137,956, plus overtime.

Top Benefits: 100% employer paid benefits, flex spending account, and pension plan.

Work-Life Balance: 35-hour work week. Ability to flex schedule.

Learning & Development: Internal and external training support.

How to Apply:

Please submit your resume and cover letter by email to Human Resources at recruitment@hsaa.ca. Tell us how your skills and experience align with this position.

Deadline for applications: Monday, January 21, 2019 at midnight.

Health Sciences Association of Alberta is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We thank all applicants for their interest, but only those shortlisted for the position will be contacted.