

Associate Director, Labour Relations

The College Employer Council is the bargaining agent on behalf of the 24 public Colleges in Ontario and its mission is to support Ontario's Colleges of Applied Arts and Technology through best practices in responsible collective bargaining, group insurance benefits and Human Resource matters.

We are looking for an experienced individual to provide leadership, direction and knowledgeable advice to the Colleges on matters arising from collective agreements, legislation and arbitration awards. The incumbent will assist in the collective bargaining process and represent Council on a variety of provincial joint union/management committees.

Responsibilities:

- Provides technical advice, consultative services, on-going support and assistance to all levels of college HR staff and legal counsel on a variety of labour relations functions: collective agreement interpretation, legislation, job evaluation and arbitrations.
- Establishes, maintains and fosters a solid working relationship with union representatives.
- Lead/assist provincial joint committees
- Prepare and conduct training on assorted labour relations matters
- Lead/assist in negotiating collective agreements including identification of issues, research, emerging trends.
- Prepare and conduct training on assorted labour relations matters

Requirements:

- A degree/diploma together with completion of a Certified HR professional designation (CHRP) and/or a higher credential in a relevant field (e.g. Human Resources, Industrial Relations, Law), or an acceptable equivalent combination of education and experience.
- At least 7+ years of experience in labour relations
- Highly developed communication skills (verbal and written) and tact are essential to work with diverse client base
- Excellent organizational, analytical and decision making skills
- Strong negotiating skills and sense of initiative along with solid judgement
- Able to work independently as well as function as part of an integrated team

Location: Downtown Toronto near Union Station

College Employer Council is dedicated to employment equity and encourages applications from people of all genders, persons with disabilities, racial/visible minorities and Indigenous peoples. College Employer Council is committed to accommodating applicants with disabilities throughout the hiring process, in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). Please note that all qualified applicants are welcome to apply, but Canadian citizens and permanent residents will be given priority.

Consideration of candidates will begin mid May 2019, with the new Associate Director to start in the summer. Inquiries or applications should be directed, in confidence, to Lisa Schneider at: lisa.schneider@thecouncil.ca