



## School District No. 43 - Coquitlam – Position Posting Senior Manager of Labour Relations



This position is being advertised internally and externally concurrently.

An exciting opportunity exists at School District 43 (Coquitlam) for **Senior Manager of Labour Relations**. As the third largest school district in BC with approximately 4,300 employees in 70+ schools, we serve the communities of Coquitlam, Port Coquitlam, Port Moody, and the villages of Anmore and Belcarra. Our district is consistently rated by British Columbia Ministry of Education as one of the best performing districts in the province and we are proud to run the largest international education program in Canada. School District #43 has been named by Forbes as one of Canada's Best Employers in 2023.

Under the general direction of the Assistant Director of Human Resources, this position is responsible for providing leadership in the areas of Labour Relations, managing related legal and contractual obligations, and supporting all levels of management.

The successful candidate will be passionate about and possess a strong background in labour relations with a proven collaborative and resolution-based approach. The successful candidate will also have demonstrated negotiation skills, exposure to a large portfolio with multiple complex cases and a proven ability to work effectively in a team environment.

***The full job description can be found at [www.sd43.bc.ca](http://www.sd43.bc.ca) under the District Office tab, Job Opportunities, Excluded Staff/Administration.***

### **Required Qualifications:**

- An undergraduate degree or diploma in business administration, labour relations, human resource management or other relevant areas;
- A minimum of five years of experience as a strategic and progressive senior labour relations practitioner with specific experience in a large multi-union public sector organization;
- Demonstrated understanding of human resources and labour relations practices and an ability to interpret applicable collective agreements and/or various rights related legislation;
- Demonstrated ability to conduct presentations for labour relations hearings and relevant forums;
- Demonstration of successful interest-based collective agreement negotiation, grievance and conflict resolution, and innovative solutions;
- Track record of proactively creating consultative and collaborative partnerships with internal and external stakeholder groups;
- Proven analytical, written and oral communication skills with an ability to concisely articulate and write with clarity and purpose;
- Well-organized, self-starter with a demonstrated ability to be resilient and to work as an efficient team leader in establishing priorities, achieving goals and objectives when faced with varied and conflicting demands;
- Demonstrated ability in the use of computer software and technology;
- A CPHR designation is an asset.

***Applications will be assessed as they are received.***

The annual salary range for this position is \$98,763 - \$123,454 and is complemented with a generous benefits package including Municipal Pension Plan. The successful applicant will be required to successfully complete two criminal record checks.

View original posting here: <https://bit.ly/3qGefRa>

To apply, (by Friday, September 15, 2023 @ 4:00 pm) please click on the following link and create a user account/profile.

<https://ejp.sd43.bc.ca/postings/Account/Login>

Once you have completed your profile you will have access to the job postings.

***We appreciate your interest but regret that only those candidates selected for an interview will be contacted.***

The deliberations of employees, and Committees used to screen and consider job applications, shall be kept in strict confidence, and shall not be disclosed to any person except as required by law. Personal references, recommendations and evaluations collected or generated by Board employees and Committee members as part of the Board's hiring processes (other than references whose authorship and content is already known to the job applicant) shall be treated as having been supplied in confidence to the Board for the purposes of the *Freedom of Information and Protection of Privacy Act*."