

THE ORGANIZATION: VANCOUVER SCHOOL BOARD (SCHOOL DISTRICT 39)

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwxwú7mesh Úxwumixw (Squamish Nation) & salilwatał (Tseil-Waututh Nation).

At the VSB, we are proud to provide exceptional learning experiences for students. As a large, urban school district, VSB is one of Canada's most diverse school systems. We embrace Indigenous ways of knowing and learning and work to expand Indigenous perspectives across the curriculum and within our 110 schools and programs, where more than 50,000 students learn and grow.

Equity and inclusivity are at the forefront of our approach to education. More than 7,700 staff work to create learning environments where every student thrives by prioritizing students' needs, applying evidence-informed practices and building relationships. VSB's culture reflects the diversity of our city. Students enrolled in VSB come from varied backgrounds and lived experiences and are encouraged to explore and share their unique selves and gifts. Our commitment to students goes beyond academics. Students' overall well-being and sense of belonging are equally important. We strive to build a school system where every student can be their authentic self and succeed throughout their learning journey. In doing this work, we champion equity and accountability by making evidence-based decisions. As a learning organization, humility is our guidepost as we seek to continually improve student outcomes in service to them, their families, and the broader community. Our work is guided by the VSB Education Plan. For more information about our school district, visit <https://www.vsb.bc.ca/>



THE OPPORTUNITY: MANAGER OF LABOUR RELATIONS

The Manager, Labour Relations within our Employee Services Division reporting to the Director, Labour Relations offers a unique and challenging opportunity to work within the highly unionized publicly-funded education K-12 environment and to lead a variety of employee and labour relations functions. As a trusted advisor to the Director of Labour Relations, you will be responsible for providing labour relations advice and support to District leadership, as well as working with various union and stakeholder groups regarding a wide range of collective bargaining and contract administration issues. As the point person leading other senior labour relations advisors and coordinators, you provide advice regarding legislative processes, bargaining/costing/administration of 14 collective agreements, grievances, employee discipline, performance management, and workplace harassment investigations.

As the ideal candidate, you are a highly seasoned labour relations practitioner with at least 7 years' of progressive human resources/labour relations experience. You possess a relevant post-secondary degree in human resources, industrial/labour relations, or labour law. Your strong communication and business writing skills are imperative for conveying information clearly both internally and externally in fast-paced and high-pressure situations. As well, you possess leadership attributes to lead a high performance team, manage sensitive issues objectively, and to use your well developed emotional intelligence problem-solving skills to respond to complex and sometimes ambiguous circumstances.

This position is currently 100% in-person at the VSB Education Centre at 1580 West Broadway, Vancouver.

COMPENSATION

The compensation package will be commensurate with the qualifications and experience of the successful candidate. The salary range for the position is \$123,240 - \$144,988 and a competitive benefits package and paid time off. Further details can be provided through the recruitment and selection process.

TO APPLY

To be considered for this position, please apply via Make a Future at <https://buff.ly/pDxmLjg> and include a cover letter and resume along with your application by 12:00 pm on Friday July 10, 2026.

1. Create a profile on [Make a Future](#)
2. Click "Apply Now" under **Management** positions
5. Upload all supporting documents. **Your application must include a cover letter, resume and your last 3 direct supervisors/managers as professional references.**
3. Answer the job posting questions
4. Once your application has been submitted you will receive a confirmation email.

Additional Information for Applicants:

As a public body, the personal information provided in this application is collected and used by the Vancouver School Board ("VSB") in accordance with section 26(c) of the Freedom of Information and Protection of Privacy Act ("FIPPA"), RSBC 1996, c.165, as amended. This information will be used by VSB staff for the purpose of evaluating your qualifications, experience, and suitability for this position. It may also be used to verify the information provided, conduct reference checks, and/or contact you about next steps in the job competition. Pursuant to section 30 of FIPPA, the VSB takes reasonable security measures to protect the personal information within its custody and control, including what has been provided in this application. Should you have any questions about the collection and use of your personal information, please email recruitment@vsb.bc.ca.