

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), Skwxwú7mesh Úxwumixw (Squamish Nation) & salilwatał (Tsleil-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: DIRECTOR OF LABOUR RELATIONS

As director of labour relations, reporting to the executive director of employee services, you will provide leadership, support, and strategic advice to the District leadership team to optimize and foster positive labour relations for the district. You will bring your expert knowledge and broad labour relations experience in multi-union and complex public sector environments to this role, preferably within K-12 publicly-funded education, leading all aspects of labour relations, including the bargaining teams for the renewal of all collective agreements.

You will be accountable for providing strategic advice and leadership on all labour relations issues, including collective agreement administration/interpretation, employee discipline, bullying/harassment investigations, grievances, mediation, and arbitrations, labour management committees, human rights complaints and legislation compliance. You will ensure consistent labour relations practices by developing and implementing relevant and engaging training programs for district leadership. The director is also responsible for preparing and delivering presentations/reports to the Board of Trustees, school and district leaders and staff on matters related to collective bargaining/labour relations issues as required. The director will also be the key resource and trusted advisor to both internal and external partners, including the BC Public School Employers' Association (BCPSEA), on a variety of local and provincial labour relations issues and will represent the district on labour relations matters competently with integrity and professionalism.

As the ideal candidate, you are a highly seasoned labour relations practitioner with 7-10 years' professional experience successfully leading collective bargaining, contract administration, and grievance arbitrations processes in a large, complex, multi-collective agreement environment. You possess expert labour relations knowledge in highly regulated sectors and bring exemplary interpersonal and problem solving skills, solid professional judgement, and high level political acumen. You have a demonstrated track record for building and fostering trusting and respectful relationships in diverse and complex environments with leadership colleagues, association and union representatives, inherent rights holders, system stakeholders, and team members. You are an effective communicator with strong business writing skills, who conveys messages concisely and respectfully, keeping senior leadership appropriately informed of significant labour relations issues and trends that may impact the district. Your refined problem-solving and conflict resolution skills allow you to suggest thoughtful and practical solutions to complex issues.

You also possess a relevant post-secondary degree in human resources, labour relations, or law, as well as a CPHR designation. A relevant graduate degree would be an asset. You have strongly developed emotional intelligence and a coaching mindset to support school and business leaders through challenging labour relations issues and fostering respectful workplace practices.

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 \$177,959 to \$197,732 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/Cz3fBGD> and include a cover letter and resume along with your application by 12:00 pm on Friday August 7, 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 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.