

CAREER POSTING

POSITION:	Labour & Employment Legal Counsel
STATUS:	Full-Time
CLOSING DATE:	Until filled

Make the Health Employers Association of British Columbia (HEABC) your career destination. HEABC is a knowledge organization that stimulates innovation in BC health human resources and contributes to the sustainability of the health care system. Our mission, vision and values, combined with our strategic initiatives are what make HEABC a leader in strategic human resources in health care. We value integrity, respect, leadership, courage, excellence and teamwork. Join our highly talented team in a culture of learning, innovation and visionary thinking.

The Health Employers Association of British Columbia (HEABC) takes a provincial leadership role in human resources and labour relations issues management for more than 230 publicly funded health care employers. HEABC is responsible for negotiating six major provincial agreements covering more than 115,000 unionized health care employees covering nurses, health science professionals, ambulance paramedics and ambulance dispatchers, physician residents, and support workers in both facilities and community settings.

For more information, visit www.heabc.bc.ca.

OPPORTUNITY:

Reporting to the Director, Legal Services and Strategic Labour Relations, the Labour & Employment Legal Counsel performs a broad range of legal services as part of the HEABC in-house legal team including:

- Acting as counsel in a variety of arbitral hearing forums on cases that have high value and/or an industry impact;
- Providing legal advice relating to a comprehensive range of policy and legal issues;
- Acting as a resource to collective bargaining teams and/ or participating in collective bargaining, and
- Identifying areas for strategic litigation and member education.

Ideally, you have experience with court applications (judicial reviews or matters before the Court of Appeal) and labour relations board work and enjoy mentoring others.

Key Responsibilities:

1. Act as counsel in informal and formal grievance arbitration hearings, Labour Relations Board matters and before the court. Experience in labour relations board work and/or judicial reviews is desirable.
2. Research and provide legal advice and opinions (verbal and written) to HEABC members on a variety of issues relating to labour relations and other areas of the law (including employment, privacy, and human rights).
3. Communicate on behalf of HEABC with HEABC members, Government, committees, and/or other external groups on a variety issues relating to health care labour relations.

4. Conduct research and provide legal advice and opinions (verbal and written) to HEABC on legal issues related to corporate functions.
5. Be part of a team of individuals involved in health sector collective bargaining, as required including drafting support and advice.
6. Act as a resource and mentor to other members of the Legal Services & Strategic Labour Relations Department and identifies areas for strategic litigation and member education.

Education and Experience:

- A degree in law.
- A current member in good standing with the Law Society of British Columbia and a minimum of five (5) years' recent, related experience, preferably in a labour and employment law department, or equivalent.
- Demonstrated ability to communicate effectively both orally and in writing.
- Excellent strategic, analytical and problem solving skills; a team player with strong interpersonal skills.
- Comprehensive knowledge and demonstrated familiarity with labour relations dispute resolution, such as labour arbitrations and labour relations board hearings, including related legislation and rules.
- Expertise in research, evaluation and interpretation of legal issues.

Along with a competitive salary, HEABC offers generous vacation, health, and pension plan benefits.

HOW TO APPLY:

If you're looking for a fulfilling and challenging career within a dynamic organization, please submit a cover letter and resume outlining your experience to:

HEABC, Human Resources
300 – 2889 East 12th Ave
Vancouver, BC V5M 4T5
Email: Careers@heabc.bc.ca
Fax 604.736.2715

We wish to thank all applications for their interest and effort in applying; however, only those candidates selected for an interview will be contacted.