

CAREER POSTING

POSITION:	Strategic Negotiations Lead
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:

As a Strategic Negotiations Lead you will perform the full range of negotiation and labour relations duties using innovative approaches to resolve complex and contentious industry issues.

The Strategic Negotiations Lead will serve as or support the Chief Negotiator for the negotiation of provincial collective agreements, settlements and other agreements involving HEABC members and stakeholders. You will decide negotiability issues and skilfully use collective bargaining techniques including impasse, and mediation and conciliation services. .

You will develop and enhance strategic partnerships and collaborative relationships with key stakeholders on behalf of HEABC and its members.

Education and Experience:

A masters' degree in a related discipline and seven (7) to ten (10) years recent related experience in labour relations, human resources or client services. Extensive experience negotiating, drafting, and interpreting contracts and settlement documents.

- Demonstrated ability to collaborate with a broad range of stakeholders and establish partnerships.
- Strong organizational and project management skills including the ability to plan, develop, implement, monitor and evaluate programs and services.
- Proven ability to analyze situations, identify areas in need of improvement and implement innovative solutions.
- Exceptional communicate ability, both orally and in writing.
- Strong interpersonal skills and the ability to work collaboratively in a multi-team member environment.

- Excellent facilitation and presentation skills.
- Proficiency in standard office software (MS Office including Word and Outlook).

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.