

Employment opportunity: Benefits Researcher



Are you an experienced benefits researcher interested in working for a progressive health care union with a large and diverse membership, and a broad social justice mandate?

The Hospital Employees' Union is looking for a skilled individual to fill the regular full-time position of **Benefits Researcher** at its provincial office in Burnaby, British Columbia.

Our work is diverse and challenging. The Benefits Researcher is responsible for providing a broad range of technical and policy analyses and advice on all aspects of pension/retirement and health benefits programs including funding, governance, and plan administration of existing plans, and the development of bargaining proposals in these areas.

The position reports to the Director of Research and works closely with HEU leadership and staff to further the union's strategic priorities around benefits and retirement security for its members.

Requirements

- A minimum of three years' experience as a benefits researcher/analyst working with labour or social justice organizations, and a graduate degree in Economics, Industrial Relations, Actuarial Sciences, or a related field; or an equivalent combination of experience and education including certifications in benefits administration.
- Good understanding of issues and legislation relating to worker health and welfare benefits, and pension/retirement plans, including workplace plans and government-provided programs.
- An understanding of equity issues with recognition of varying impacts of benefits and pension/retirement plans depending on a union member's social location.
- Demonstrated commitment to social and economic justice.
- Demonstrated advanced analytic and data management skills.
- Excellent organizational skills and high attention to detail.
- Effective and respectful communication skills with an emphasis on presenting and explaining complex information to a variety of audiences.
- Ability to work under pressure in a high-volume of work environment and to manage competing priorities and demands.

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This is a unionized position. Compensation is based on a collective agreement and includes a 72-hour fortnight and generous vacation time and benefits, including a defined benefit pension plan. A valid BC driver's license and access to a vehicle are required, as is the ability to travel throughout the province.

About HEU

Since 1944, the Hospital Employees' Union has advocated for better working and caring conditions, defended public health care, and stood against privatization.

We have a long history as a strong, democratic, progressive, socially conscious union committed to social justice and advancing labour and human rights on a local and global level. We identify and challenge historical and systemic inequities and hear, respect, serve, empower and advocate for, each and every member. Together we fight for fairness, solidarity, equity, inclusion, and understanding, knowing that our members' economic security depends on our success.

HEU is an equal-opportunity employer. We are committed to being a workplace that is free of discrimination, values diversity, and is representative of the communities we serve.

Interested in working with us? Here's how to apply.

Please send your resume and cover letter by 4 PM on March 31, 2023, to: Jobapplication@heu.org (subject line: Benefits Researcher, Your Name).

Please note that although we appreciate your interest, due to the volume of applications, we will only be responding to those who are selected for an interview.