

Employment opportunity

Coordinator of Private Sector and Special Projects



Are you an experienced leader who is 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 motivated and passionate individual to fill the position of **Coordinator of Private Sector and Special Projects**. The successful candidate will work with the union's senior management team to coordinate the development and implementation of the union's advocacy program for members covered by independent collective agreements.

The position contributes to maintaining relationships/networks with labour and community allies in accordance with the union's strategic objectives and social justice principles and has oversight of organizing campaigns, coordinated bargaining strategies and the ongoing administration of all private sector collective agreements.

This is an exempt position that hires, coaches, manages and leads unionized staff servicing directors and representatives. The position reports directly to the union's Secretary-Business Manager and is a regular full-time position based out of HEU's provincial office in Burnaby.

Leadership Profile

- Applies a collaborative style to implementing the plans and directives of the Union's leadership.
- Inspires excellence with creative and thoughtful leadership.
- Demonstrates superior communication skills and the ability to bring a full range of ideas and possibilities to strategic discussions.
- Anticipates opportunities to advance the union's agenda and exhibits solid political judgement.
- Negotiates at a high level with skill and a demonstrated ability to find common ground.
- Manages complex relationships in a diverse, multi-cultural environment.

Requirements

- Extensive knowledge of the current political, economic, and social conditions that impact the health system and the Union's labour relations and collective bargaining strategies.
- Extensive knowledge of the privatized health sector environment.

- Extensive knowledge of organizing principles, campaign development, strategies, implementation and assessment.
- Extensive knowledge of labour relations and collective bargaining practices and procedures as applied to the representation of the Union and individual members.
- Extensive knowledge of the principles and procedures involved in collective agreement administration and contract interpretation.
- Knowledge of legal precedents and collective agreements related to the Union's private sector department.
- Experience in preparing and presenting at arbitration, Labour Board hearings and other tribunals.
- Knowledge, training and experience on principles and practices related to equity and inclusion as it relates to the development of collective agreement language, interpretation and application.
- Working knowledge of the legal precedents and Labour Relations Board policy and practice on matters related to organizing and collective bargaining.
- Extensive knowledge of BC Labour Relations Code related to certification matters.
- Extensive knowledge of the objectives, policies, Constitution and By-Laws of the Union.
- Ability to present and explain complex information to diverse groups including members, staff, employers, and government representatives.
- Effective and respectful communication skills (oral, written and listening) with a particular emphasis on communicating in a culturally diverse environment.
- Providing leadership, coaching, mentoring and supervision to staff and members.
- Supervising in a unionized setting.

Compensation is competitive with generous vacation time and benefits, including a defined pension plan. This position may be required to travel or work outside of standard hours and on weekends. A vehicle and a valid BC driver's license are preferred.

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 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, 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. HEU recognizes applications from members of historically marginalized groups: 2SLGBTQ+, Indigenous, Black, and people of colour, people with disabilities, young workers, and those who identify as women.

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

Please send your resume and cover letter by **5 PM on March 28, 2023**, to: mjohnson@heu.org (subject line: Coordinator of Private Sector and Special Projects, 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.