



Where ideas work

BC Public Service Agency
Multiple locations

A well-qualified, experienced applicant's starting salary will be \$86,500/annually. This position may be performed in other approved locations within the Province of BC.

Employee Relations Specialist
\$77,700.20 - \$110,000.05 annually

The BC Public Service Agency (PSA) provides leadership and services in people management. PSA supports its clients in achieving their human resource goals and improves the overall effectiveness of the public service by providing human resource management policies and frameworks, as well as a variety of human resource services, products and programs.

An Employee Relations Specialist provides specialized expertise to supervisors/managers of all ministries and PSA staff relating to the interpretation, application and administration of collective agreements, employment and related legislation and policy, conditions of employment and effective employee relations practices. As a highly effective communicator and seasoned professional, an Employee Relations Specialist will lead or assist in complex investigations for both included and excluded public service employees.

Qualifications for this role include:

- A university degree in a related field (e.g. Business Administration, Industrial Relations, etc.) and a minimum of 3 years' recent experience in a related Human Resources role in a unionized environment; OR
- A diploma in in a related field and a minimum of 5 years' recent experience in a related Human Resources role in a unionized environment; OR
- An equivalent combination of education and experience may be considered.
 - **Note:** For the above requirement, to be considered "related", Employee Relations or Labour Relations work must have been the primary function of the role. This should include the provision of consultative advice and expertise on matters such as employee/labour relations, performance management, attendance management, investigations, discipline, workplace complaints and/or grievances.
- Experience working effectively in a multi-disciplinary team environment and building relationships with partners and stakeholders.
- Preference may be given to applicants who have recent experience leading or directing employee/labour relations investigations.

For more information and to apply online by December 15, 2022, please go to:

<https://bcpublicservice.hua.hrsmart.com/hr/ats/Posting/view/94186>