

## DIRECTOR, EMPLOYEE RELATIONS

Our client is seeking an HR leader with exceptional relationship skills and a proven ability to build win-win experiences in unionized environments undergoing transformative digital change.

As the chief strategist, you are a self starter who loves big challenges. You will be developing a strategy to assess, standardize and simplify the current collective agreement bargaining process and timelines, consolidating multiple agreements where appropriate and streamlining negotiations.

As a sensitive and empathetic leader, you understand the human challenges of dealing with complex change. You are exceptionally good at motivating and educating business leaders on their new roles and helping them adapt new approaches that will support and sustain new ways of working.

### **What you will do**

Provide leadership and oversight to the employee and union team and lead arbitration management and strategic choice points.

Lead needed change to more collaborative negotiations, installing and promoting needed new ways of working that support positive employee and union relations.

Build constructive union-management relationships that lead to successful collective bargaining outcomes. You love the challenge of finding the right path to collective agreements that turn adversaries into partners working for the common good.

When appropriate, be the negotiator on TSA's significant union agreements

Represent TSA at arbitration/board hearings and oversee decisions on legal representation and budget.

### **What we are looking for**

Evidence of a capability to play a key leadership role in a large-scale digital transformation that may generate union angst.

A demonstrated ability to make sense of complexity, develop clear plans, and facilitate/motivate rapid alignment of business and IT teams.

Highly developed people and relationship management skills at all levels – the ability to build credibility and trust at the senior leadership level, with union representatives, and with employees on the front line.

A partnering mindset that looks for common ground within that is fair and equitable for both parties.

Service oriented values and a desire to work for a progressive organization that puts its sense of purpose and an exciting vision of how technology can enable it ahead of profit.

Rewards include compensation commensurate with the role, the learning that will come from working with an exceptional team, and the excitement of a meaningful role with the opportunity to make a positive impact on the lives of millions of under-privileged Canadians.

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