

## Employee and Labour Relations Consultant

The **Justice Institute of British Columbia (JIBC)** has a rare opportunity for a progressive **Employee and Labour Relations professional** to join their People and Culture team.

- Fantastic role if you are solutions-focused, resourceful and bring a proactive approach combined with a strong customer service focus.
- Very exciting time to join JIBC as this position is part of their initiative to build out their People & Culture team to ensure the best possible continued employee experience.
- Amazing opportunity if you enjoy process improvement and truly being able to have an impact on the organization you work for.

### **The Opportunity**

The Employee and Labour Relations Consultant works consultatively to provide human resources advice and support in labour relations and employee relations matters, and leads functional portfolios within the People and Culture team, such as performance management, attendance management, and bargaining unit job evaluation.

This position plays a key role in ensuring a positive labour relations climate through relationships with the union, employees and leaders. This role will provide expertise on all labour relations activities, manage grievance resolution, support the collective bargaining process, and effectively engage with the union in change initiatives. We're also looking to this position to support and educate leaders throughout the organization, and to create opportunities for increased employee effectiveness and engagement.

This role contributes to the overall success of the People and Culture team, and ensures that all programs, processes and team services contribute to the strategic direction and workplace culture of the organization. It maintains a commitment to employee equity, diversity and inclusion, including indigenization and ensures these principles are embedded throughout all the work we do.

### **About the Justice Institute of British Columbia**

Justice Institute of British Columbia (JIBC) is Canada's leading public safety educator with a mission to develop dynamic justice and public safety professionals through its exceptional applied education, training and research.

JIBC offers internationally recognized education that leads to certificates, diplomas, bachelor's degrees and graduate certificates; exceptional continuing education for work and career-related learning and development; and customized contract training to government agencies and private organizations worldwide. Each year, over 36,000 students study at one of JIBC's six campuses in B.C., through online education, and at locations in more than 150 BC communities, as well as sites across Canada and around the world.

Our education contributes to safer communities and a more just society by providing professionals with the knowledge, skills and abilities to excel at every stage of their careers and make a difference every day.

## Employee and Labour Relations Consultant

### What we are looking for

We are looking for a minimum of 5 years' human resources and labour relations experience, ideally in a public sector setting. In addition, the successful candidate would bring the following:

- University degree in a related discipline, such as Human Resources, Business Admin / Commerce, Industrial Relations, or acceptable combination of education and experience.
- Chartered Professional in Human Resources (CPHR) designation or progress towards the designation is preferred.
- Broad knowledge of human resources programs, and experience contributing to employee engagement and positive workplace culture.
- Creative and solution-focused approach.
- Demonstrated knowledge of labour, employment and human rights laws and legislation, and strong knowledge of contract interpretation.
- Approachable and collaborative, building strong relationships internally and with external stakeholders.
- Models respectful and inclusive workplace behaviours, and demonstrates a commitment to meaningful outcomes in diversity, equity, and Indigenization.

### What we offer

- A competitive and well-rounded compensation package.
- The opportunity to grow your career in a purpose-led organization with an inclusive and collaborative leadership team in place.

Please note that JIBC hires for all positions based on merit. We're committed to diversity within our community and especially welcome applications from visible minority group members, Indigenous persons, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification of ideas.

### How to apply

VineHR, a boutique HR Consulting firm, is supporting JIBC with the recruitment for this position. Please send your application including your resume to Anna Hewett: [anna.hewett@vinehr.ca](mailto:anna.hewett@vinehr.ca). We look forward to hearing from you.