

Apply By: Thursday, May 23, 2019 11:59 pm EDT

 **PRINT**

EDUCATION LABOUR RELATIONS OFFICER

Organization:

Ministry of Education

Division:

Education Labour & Finance

City:

Toronto

Job Term:

2 Permanent

Job Code:

I1002B - Human Resources51

Salary:

\$75,924.00 - \$110,352.00 Per Year

Posting Status:

Open

Job ID:

135015



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Are you looking for a challenging opportunity to employ your exceptional labour relations and education sector knowledge and experience? If so, consider this exciting opportunity with the Ministry of Education, where you will participate as a representative of the Crown in the negotiation and implementation of sector-wide collective agreements and other labour relations activities and strategies.

What can I expect to do in this role?

In this role, you will:

- participate as a representative of the Crown in the negotiation of sector-wide central collective agreements and contract maintenance
- represent the Ministry in matters relating to labour/employee relations
- provide guidance and direction to the Ministry and the government in their labour/employee relations activities
- develop and maintain critical relationships with school boards, unions and other stakeholders

How do I qualify?

Labour relations knowledge and experience:

You have:

- experience as a union or management representative in collective bargaining in the education sector with extensive experience in developing bargaining mandates and crafting collective agreement proposals
- expert knowledge of labour relations jurisprudence and current issues and trends in jurisprudence that may have an impact on collective bargaining and labour relations in the education sector
- thorough understanding of labour case law, relevant statutes, and current policies, practices and procedures

Technical expertise:

You have:

- ability to acquire and apply knowledge of the education sector, including the unique characteristics of the four Ontario school systems for the development of bargaining strategies and approaches
- ability to acquire and apply knowledge of the School Boards Collective Bargaining Act, the Education Act, the Ontario College Of Teachers' Act, the Ontario Labour Relations Act, the Human Rights Code, the Employment Standards Act, Pay Equity Act, and other related statutes as they relate to labour relations matters

Communication, interpersonal and relationship building skills:

You have:

- demonstrated communication skills to represent the government at central bargaining tables
- relationship building skills to develop and nurture effective partnerships and working relationships with a broad spectrum of stakeholder groups
- excellent written communication skills to prepare mandate proposals, briefing /issue notes and correspondence on behalf of the ADM, DM and MO

Other skills:

You have:

- excellent organizational and project leadership skills to provide effective management of project teams
- the ability to research and analyze issues in order to formulate appropriate recommendations
- excellent judgement to represent the government at sector central bargaining tables and determine the appropriate direction/action/response at the table and when advising senior management
- proven strategic ability to translate bargaining proposals into operational and financial impacts on the short and long-term outcomes

Additional Information:

Address:

- 2 Permanent, 315 Front St W, Toronto, Toronto Region

Compensation Group:

Management Compensation Plan

Schedule:

6

Category:

Human Resources

Posted on:

Thursday, May 2, 2019

Note:

- EU-135015/19(2)

How to apply:

1. You must [apply online](#).
2. Your cover letter and resume combined should not exceed five (5) pages. For tips and tools on how to write a concise cover letter and resume, review the [Writing a Cover Letter and Resume: Tips, Tools and Resources](#).
3. Customize your cover letter and resume to the qualifications listed on the job ad. Using concrete examples, you must show how you demonstrated the requirements for this job. We rely on the information you provide to us.
4. Read the [job description](#) to make sure you understand this job.
5. OPS employees are required to quote their WIN EMPLOYEE ID number when applying.

6. If you require a disability related accommodation in order to participate in the recruitment process, please [Contact Us](#) to provide your contact information. Recruitment Services staff will contact you within 48 hours.

All external applicants (including former employees of the Ontario Public Service) applying to a competition in a ministry or Commission public body must disclose (either in the cover letter or resume) previous employment with the Ontario Public Service. Disclosure must include positions held, dates of employment and any active restrictions as applicable from being rehired by the Ontario Public Service. Active restrictions can include time and/or ministry-specific restrictions currently in force, and may preclude a former employee from being offered a position with the Ontario Public Service for a specific time period (e.g. one year), or from being offered a position with a specific ministry (either for a pre-determined time period or indefinitely). The circumstances around an employee's exit will be considered prior to an offer of employment.

Remember: The deadline to apply is **Thursday, May 23, 2019 11:59 pm EDT**. Late applications will not be accepted.

We thank you for your interest. Only those selected for further screening or an interview will be contacted.

The Ontario Public Service is an inclusive employer.

Accommodation is available under the [Ontario Human Rights Code](#).



Apply Online