

## CAREER POSTING

<b>POSITION:</b>	Senior Legal Counsel
<b>STATUS:</b>	Full-Time
<b>CLOSING DATE:</b>	Until filled

Do you have a passion for labour relations? Are you ready to be inspired by what your work and expand your knowledge and expertise in labour relations, human resources, disability management, collective bargaining and contract negotiations in the complex and dynamic field of health care?

Come grow your career with the Health Employers Association of British Columbia (HEABC). We offer a competitive salary, hybrid work environment, excellent health & welfare benefits including pension, generous vacation leave and training and development opportunities.

The Health Employers Association of British Columbia (HEABC) is a knowledge organization that stimulates innovation in BC health human resources and contributes to the sustainability of the health care system. Our mission, vision, and values, combined with our strategic initiatives, are what make HEABC a leader in strategic human resources in health care. We value integrity, respect, leadership, courage, excellence, and teamwork. Join our highly talented team in a culture of learning, innovation, and visionary thinking.

HEABC takes a provincial leadership role in human resources and labour relations, including disability management, issues management for more than 218 publicly funded health care employers. HEABC is responsible for negotiating six major provincial agreements covering more than 138,000 unionized health care employees including nurses, health science professionals, ambulance paramedics and dispatchers, physician residents, and support workers in both facilities and community settings.

The successful candidate may be permitted to work in a hybrid model (combination of in-office and flexible work location) and must live within commuting distance of our Vancouver office. The successful candidate must be fully vaccinated against COVID-19; proof of Vaccination is required.

For more information, visit [www.heabc.bc.ca](http://www.heabc.bc.ca).

### OPPORTUNITY:

The Senior Legal Counsel performs a broad range of legal services as part of the HEABC in-house legal team. These legal services include: providing legal advice relating to a comprehensive range of policy and legal issues; acting as counsel in a variety of hearing forums on cases that have high value and/or an province-wide impact; reviewing, drafting and interpreting policies and contracts; acting as a mentor to lawyers and labour relations consultants in the department, acting as a resource to collective bargaining teams and/ or participating in collective bargaining, and identifying areas for strategic litigation and member education. This position acts as a resource to the entire team in respect of assigned areas of expertise (e.g. employment law, privacy law, human rights), will have primary responsibility for complex arbitrations and/or labour relations board work (e.g. raiding applications, essential services designation) and will provide support to Legal Services, Negotiations and Labour Relations team members in the conduct of complex hearings and appeals.

## Key Responsibilities:

1. Conduct research, interpret or draft employment contracts and policies, and provide legal advice and opinions (verbal and written) to HEABC members on a variety of issues relating to employment, privacy, human rights and labour relations.
2. Communicate on behalf of HEABC with HEABC members, Government, committees, and/or other external groups on a variety of issues relating to health care labour relations;
3. Conduct research and provide legal advice and opinions (verbal and written) to HEABC on legal issues related to corporate functions.
4. Act as counsel in informal and formal grievance arbitration hearings, Labour Relations Board matters and before the court.
5. Participates in or assists with health sector collective bargaining, as required including drafting support and advice.
6. Leads, or participates in, team projects, as required, including project teams for complex legal cases.
7. Manages assigned files referred to external counsel and legal consultants retained from time to time to provide legal services.
8. Acts as a resource and mentor to other members of the Legal Services & Strategic Labour Relations Department and identifies areas for strategic litigation and member education.
9. Represents HEABC in public relations activities as appropriate at local, provincial and national levels.
10. Performs other related duties as assigned.

## Education and Experience:

- A degree in law.
- A current member in good standing with the Law Society of British Columbia and a minimum of five (5) years' recent, related labour and/or employment law experience.
- Demonstrated ability to lead, plan, direct, manage and implement.
- Excellent team and group management skills.
- Demonstrated ability to communicate effectively both orally and in writing.
- Strong interpersonal skills.
- Excellent strategic, analytical and problem solving skills.
- Comprehensive knowledge and demonstrated familiarity with labour relations dispute resolution, such as labour arbitrations and labour relations board hearings, including related legislation and rules.
- Expertise in research, evaluation and interpretation of legal issues.
- Demonstrated experience and proficiency in drafting legal correspondence, contracts, submissions, summaries, reports and opinions for a variety of groups.
- Proficiency in standard office software (MS Office including Word and Outlook)

This position is well-suited to an individual interested in pursuing a career in an interesting segment of the public sector, and who values the opportunity to make a positive public contribution through their work.

## HOW TO APPLY:

If you're looking for a fulfilling and challenging career within a dynamic organization, please submit a cover letter and resume outlining your experience to:

**Human Resources, HEABC**  
**300-2889 East 12<sup>th</sup> Ave**  
**Vancouver, BC V5M 4T5**  
**Email: [careers@heabc.bc.ca](mailto:careers@heabc.bc.ca)**  
**Fax: 604-736-2715**

*HEABC is committed to creating a diverse work environment that represents a variety of perspectives and skills, where all staff are treated fairly and equitably. We encourage qualified candidates from all races and ethnicities, all genders and sexual orientations, and persons with all abilities to apply. We take seriously our duty to create and sustain a culture that is healthy, accessible and rewarding for all staff, and recognize that the more inclusive we are, the better our work will be.*

We wish to thank all applications for their interest and effort in applying; however, only those candidates selected for an interview will be contacted.