

## CAREER POSTING

<b>POSITION:</b>	Director, Disability Management Services and Implementation
<b>DEPARTMENT:</b>	Legal Services, Negotiations and Labour Relations
<b>STATUS:</b>	Full-time

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.

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

### OPPORTUNITY:

Reporting to the Senior Director, Negotiations & Implementation, the Director, Disability Management Services and Implementation performs a full range of leadership, labour relations, and Disability Management (DM) responsibilities using decisive and innovative approaches to resolve complex and contentious industry issues, as well as team building and project management skills to collaboratively move forward multi-faceted, multi-stakeholder initiatives.

In this role you will focus on leading ad hoc negotiations, committees, and other agreements involving HEABC members and stakeholders. The incumbent may also conduct or support the negotiation of provincial collective agreements and related agreements. You will develop and enhance strategic partnerships and collaborative relationships with key stakeholders on behalf of HEABC and its members.

Leading a small team you will also manage HEABC's contracts with external DM service providers, provide industry wide technical/professional leadership and provide advice in relation to the development, implementation, education and training, administration and improvement of DM programs and initiatives, including the Enhanced Disability Management Program (EDMP).

### **Knowledge, Experience and Education:**

- Master's Degree or Law Degree (JD or LLB), or equivalent, in a related discipline supplemented with at least seven years' experience in labour relations, extensive managerial experience in human resources, disability management and or client service.
- Experience negotiating, drafting, and interpreting contracts and other documents.
- Disability Management expertise preferred, but may be developed over time.
- Strong organizational and project management skills including the ability to plan, develop, meet timelines, implement, monitor and evaluate programs and services.
- Demonstrated ability to decisively develop and build a team vision, and work confidently and collaboratively with stakeholders with a variety of perspectives.
- Excellent oral, written and presentation communications skills.
- Ability to lead, motivate, mentor and manage staff that drives efficiency and high performance.

In addition to bringing strong technical expertise, you are a resilient, pragmatic and humble leader with exceptional relationship building, influencing and communications skills that allow you to work effectively with internal and external stakeholders.

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.*

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.

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