

## CAREER POSTING

<b>POSITION:</b>	Industrial Relations Internship (1-year contract)
<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 you are doing; and, expand your knowledge and expertise in labour relations, human resources, collective bargaining and contract negotiations in the complex and dynamic field of health care?

Start your legal career with the Health Employers Association of British Columbia (HEABC). 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 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.

**COVID-19 Update:** HEABC offices have remained open during the pandemic; however, most employees have been encouraged and supported to work remotely. As the provincial government and Provincial Health Officer ease restrictions, HEABC is planning for a careful return to the office. Work location options will be discussed during the interview process. We will continue to closely monitor the situation, and update our website as necessary. Please check back periodically for important updates. For general tips and reminders about the transmission of the virus, please review these [recommendations](#) from the Government of Canada. We can still serve you at (604) 736-5909.

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

### OPPORTUNITY:

As an Industrial Relations Intern, you will establish and maintain effective working relationships with HEABC's members by providing advice on the interpretation and application of the various collective agreements within the healthcare sector and legislation applicable to health sector human resources. You will research collective agreement provisions, jurisprudence, and legislation to support advice to members. Attention to detail and effective writing skills are important, as you will assist senior staff in updating collective agreement interpretation guidelines, preparation for labour arbitrations/hearings, mediations, and Labour Relations Board matters.

You will apply your client-focused, creative, analytical and problem-solving skills to support our members in achieving their business objectives and may participate on a variety of industry committees including collective bargaining. You will have the ability to work jointly with a variety of stakeholders with the aim of arriving at

outcomes that support both health employers and health system objectives. You will work independently or as part of a team on projects as assigned to you from time to time.

Along with a Masters Degree in Industrial Relations or Masters of Industrial Relations and Human Resources, you will have an interest in labour relations and human resources and enjoy working in a complex labour relations environment. You are a problem-solver with excellent communication and team-building skills and a proven ability to exercise good judgment on issues. You also possess the confidence and knowledge to build credibility throughout your client service area.

All HEABC employees are required to be fully vaccinated against COVID-19. Proof of vaccination is required.

#### **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:

**HEABC, Human Resources**  
**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**

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

*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.*