



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

Toll Free Fax: (877) 825-7564

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# Job Board Posting



Careers.Indigenous.Link

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## Senior Consultant, Faculty & Academic Staff Relations

<b>Job ID</b>	<b>31-ED-36-FB-5E-30</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=31-ED-36-FB-5E-30">https://careers.indigenous.link/viewjob?jobname=31-ED-36-FB-5E-30</a>	
<b>Company</b>	University of Guelph	
<b>Location</b>	Guelph, Ontario	
<b>Date Posted</b>	From: 2020-06-26	To: 2020-12-23
<b>Job</b>	Type: Full-time	Category: Education
<b>Languages</b>	English	

### Description

Senior Consultant, Faculty & Academic Staff Relations

Two (2) permanent, full-time positions â€“ Guelph, ON

Faculty and Academic Staff Relations supports the academic mission and strategic research directions of the University of Guelph and the University of Guelph-Humber by providing professional advice and quality service to members of the University community on all matters pertaining to the terms and conditions of employment for faculty and academic staff.

Along with being responsible for labour relations (including collective bargaining), Faculty and Academic Staff Relations (FASR) is the primary point of communication with the University of Guelph Faculty Association (UGFA Units 1 and 2) and the Canadian Union of Public Employees, Local 3913 (CUPE 3913 Units 1 and 2). This includes accountabilities associated with approximately 3,300 faculty, librarians, veterinarians, sessional lecturers, graduate teaching and service assistants, college professors, college lecturers, post-doctoral fellows, and other academic staff across approximately 45 academic units.

FASR values a healthy workplace environment that is diverse, inclusive, equitable, safe, supportive, respectful, and intellectually challenging. As a Senior Consultant, FASR, youâ€™ll have the opportunity to promote and uphold these values by providing day-to-day guidance and support to your assigned portfolio on all aspects of the employment relationship.

Reporting to the Assistant Vice President, FASR, and working within a team environment, youâ€™ll support the Universityâ€™s faculty and academic staff relations activities within your assigned portfolio. Your wide-ranging responsibilities will include providing guidance, strategic and professional expertise, support, training and recommendations to the University at all organizational levels, including senior management, on matters relating to faculty and academic staff relations â€“ from negotiations, grievances and arbitrations, to collective agreement interpretation, application and compliance. An excellent communicator, youâ€™ll manage strong, trusting relationships with academic leaders, administrators, employees and bargaining unit leadership, represent the University at mediations and grievance hearings, as required, serve on labour/management and other committees, as assigned, and lead (as Chief Negotiator) or participate in collective bargaining with assigned groups.

Under the general direction of the AVP, Faculty and Academic Staff Relations, youâ€™ll represent the University during the internal grievance process for all UGFA and CUPE 3913 grievances, mediations and arbitrations, and lead and/or participate in fact-finding and internal workplace investigations on workplace harassment and various other issues. Your role as Senior Consultant will also entail providing analysis and research support to the FASR office, determining clientsâ€™ needs, facilitating learning and development opportunities, developing and maintaining materials that support the activities of the office, and ensuring compliance with the respective collective agreement.

Looking to the future, youâ€™ll forecast, and prepare for, new developments regarding human resources and labour/employee relations issues for academic staff (e.g., TAs, Sessionals, College Professors and Lecturers, PDFs) and engage, from time to time, in projects that support the office.

### QUALIFICATIONS

To be considered for a position as Senior Consultant, Faculty and Academic Staff Relations, you must be an experienced employee and labour relations practitioner with the following strengths:

- Undergraduate degree specializing in Law, Human Resources or Labour Relations, or equivalent directly related education (post-graduate studies in Law, Human Resources or Labour Relations strongly preferred);
- A minimum of six (6) years' progressive related experience with a strong background in employee and labour relations, preferably in the post-secondary education sector, or an equivalent combination of education and experience;
- Experience in a multi-union environment and in collective bargaining, a strong asset;
- Working knowledge of the governing principles and practices, and organizational structure of a post-secondary institution/university;
- An understanding of collective agreements and how decisions are applied in a unionized context;
- Working knowledge of employment and employment-related statutes and principles of labour and employment law, including, but not limited to: Labour Relations Act; Employment Standards Act; Ontario Human Rights Code; Freedom of Information and Protection of Privacy Act (FIPPA); human resources practices, policies and procedures;
- CHRL awarded or in progress or call to Ontario bar, strongly preferred;
- Excellent communication skills, including the ability to work collaboratively in an integrative environment, negotiate, and facilitate solutions, and above-average writing skills;
- Ability to prioritize, often under pressure, and handle sensitive/confidential information;
- Strong organizational, planning and creative problem-solving abilities;
- Strong business acumen, professional demeanor and positive attitude;
- Strong interpersonal skills, with proven success working at all organizational levels;
- Strong analytical, critical and systems thinking skills;
- Discretion, tact, diplomacy and proven ability to exercise sound judgement; and
- Sound computer skills.

The University of Guelph ([www.uoguelph.ca](http://www.uoguelph.ca)) is one of Canada's leading research-intensive comprehensive institutions, with a record of outstanding scholarship in the arts, humanities, social sciences, life sciences, physical and engineering sciences, agriculture and veterinary sciences. This is your chance to join us in our endeavour to improve life.

To view a detailed posting for the role of Senior Consultant, Faculty and Academic Staff Relations, including application instructions, please go to our website at [www.uoguelph.ca/jobs](http://www.uoguelph.ca/jobs). Applications, quoting Hiring #2020-0166, must be sent to: [careers@uoguelph.ca](mailto:careers@uoguelph.ca)

Interested candidates are encouraged to self-identify as belonging to an equity-seeking group, as we are committed to further diversifying our institution.

At the University of Guelph, fostering a culture of inclusion is an institutional imperative. The University invites and encourages applications from all qualified individuals, including from groups that are traditionally underrepresented in employment, who may contribute to further diversification of our Institution.