



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.

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Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/05/06

Consultant, Labour Relations

Job ID	6B-F9-89-0A-5D-6B	
Web Address	https://careers.indigenous.link/viewjob?jobname=6B-F9-89-0A-5D-6B	
Company	Ontario Hospital Association	
Location	Toronto, Ontario	
Date Posted	From: 2022-11-10	To: 2022-12-11
Job	Type: Full-time	Category: Miscellaneous
Job Salary	\$86,464 To \$100,874 per year	
Languages	English	

Description

Position Profile:

The foundation of the Ontario Hospital Association's (OHA) strategic plan is the need to be a strong and healthy association to serve hospitals so that they can change and evolve as organizations within Ontario's health system. The OHA's goal is to serve and actively support its diverse membership. We are committed to leadership and excellence by providing industry-leading guidance and advice to our members.

The OHA is looking for an energetic professional with outstanding communication skills. You will play a senior role in the coordination of central collective bargaining with the major hospital unions. You have a solid understanding of labour relations and will provide leadership and guidance to member hospitals on labour relation matters.

You are a great listener and your communication style, energy and self-confidence motivates people to work with you. You thrive in a fast-paced environment, can handle multiple project simultaneously and you have a strong sense of accountability for your work and the service that you and your team provide to your colleagues, the organization, and stakeholders.

The Position:

Reporting to the Director, Labour Relations, the Consultant, Labour Relations is responsible for:

- Assisting in the planning process in preparation for central collective bargaining, including participation in policy formulation, objective setting, mandate development, etc. with hospitals, negotiating teams and other advisory committees which oversee central collective bargaining.
- Participating in central bargaining as a team member and may also act as spokesperson.
- Preparing written submissions on behalf of hospitals in interest arbitration.
- Providing expert advice and guidance to hospitals on labour and employee relations matters related to the administration, interpretation and application of collective agreements and handling of complaints and/or grievances.
- Coordinate and participate on provincial committees arising out of central collective agreements.

The work of this position is done in a demanding, fast-paced environment which often presents tight deadlines and the performing of duties outside of normal business hours and on weekends.

Experience

The Candidate:

You are able to anticipate and respond to politically sensitive situations. You have the flexibility and resilience to adapt in a changing environment. You have excellent interpersonal skills and the ability to work with a wide range of stakeholders. You possess excellent analytical, research, negotiation, facilitation and presentation skills. You are an effective team player and disciplined self-starter.

A degree in a related discipline, combined with demonstrated related work experience, and knowledge of hospital collective agreements is required.

A solid understanding of labour law and Ontario employment-related legislation, in particular the Employment Standards Act, the Labour Relations Act, the Hospital Labour Disputes Arbitration Act, the Public Sector Labour Relations Transition Act, the Human Rights Code and the Pay Equity Act would be advantageous in the position. The candidate has the ability to work under pressure and within multiple deadlines, and be responsive within a dynamic environment.

The ideal candidate might be described as dynamic, positive, collaborative, persuasive, resilient, driven, results-oriented, and has a sense of humour.

Work Environment

The Organization:

Are you interested in helping build a better health system for Ontario

The Ontario Hospital Association (OHA) can offer you a fulfilling role, an inspiring and creative place to work, and the opportunity to change the healthcare system for the better, while having a lot of fun in the process. We're also committed to fostering an environment of inclusivity, where diversity is celebrated.

You may know that employee engagement is key to the success of any business, and that's why OHA is proud of our 100% employee engagement rate. We've also been recognized as one of the Best Workplaces in Canada (five times!). Our 2022 Best Places to Work award from Human Resources Director amplifies our commitment to a culture that upholds DEI, mental wellness, and compassionate leadership.

Who is the OHA

We're a not-for-profit association whose purpose is serving Ontario's hospitals to build a better health system. Our members are at the heart of everything we do. Established in 1924, the OHA serves as the voice of the province's public hospitals, supporting them through advocacy, knowledge translation and member engagement, labour relations, and data and analytics.

For more information visit www.oha.com or follow us on Twitter.

How to Apply

Click "Apply Now"

The OHA is committed to fostering a climate of equity, diversity, inclusion, and accessibility. We welcome and respect the diversity of all members of our community. We welcome applications from Black individuals and Persons of Colour, Indigenous Peoples, women, persons with disabilities, LGBTQ2+ persons, and others who may contribute to the further diversification of ideas within our community. OHA is committed to fair assessment of a candidate's abilities, and consideration for diversity of thought, method, and experience, including non-traditional career paths.

The successful applicant must be fully vaccinated against COVID-19 (as defined by the Government of Canada) or have a valid vaccination exemption pursuant to the Human Rights Code. Further, they must provide proof of vaccination (or a valid exemption) prior to the start date, provide updated information as necessary, and comply with any ongoing vaccination-related requirements.

Potential applicants are invited to submit a resume and covering letter by Dec 11, 2022. If contacted for an interview, please inform us should accommodation be required.