

Director, Employee Relations

The Richmond School District acknowledges and thanks the First Peoples of the hən'qəmin'əm language group on whose traditional and unceded territories we teach, learn and live.

Richmond School District is a vibrant learning community that fosters students' engagement, creativity, and well-being in inclusive learning environments in its 37 elementary schools, 10 secondary schools, alternate and choice programs, continuing education, and in a robust international education program. The district enrolls approximately 21,000 students (K-12) and employs over 3000 dedicated staff.

Recognized for its diversity, dedication to inclusion, and strong partnerships with the community, the Richmond School District is among one of the largest districts in British Columbia with some of the highest graduation rates in the province. With a long history of providing high quality experiences for students, the Richmond School District strives to be "The Best Place to Learn and Lead."

The Role:

Richmond School District is seeking an accomplished and strategic **Director, Employee Relations** to join the Human Resources Department. With a focus on building and maintaining strategic partnerships with various stakeholders, the Director, Employee Relations strives to reach collaborative, creative and innovative solutions to support the District's vision, mission, and values.

Reporting to the Executive Director, Human Resources, the Director, Employee Relations is responsible for ensuring a cohesive and consistent approach to labour relations practices across the District and for providing expert advice and district-wide strategic leadership on all elements of employee and labour relations issues.

In addition to interpreting, advising, coaching, and training management on the appropriate application of collective agreements, policies, legislation, and best practices, the Director, Employee Relations works with the Executive Director, of HR to lead and support the development of strategic HR initiatives, policies, and programs.

The Director, Employee Relations leads employee and labour relations activities including serving as chief spokesperson for collective bargaining. As well as leading investigations, grievance meetings, the Executive Director, Employee Relations participates and collaborates with the HR team on projects and initiatives that align with and support District priorities and goals.

The Ideal Candidate Brings:

- Superior organizational, management, leadership and problem-solving skills
- Demonstrated success in establishing and maintaining effective internal and external relationships within a complex organizational context
- Demonstrated successful experience in strategic planning and managing change
- Ability to maintain confidentiality and address sensitive matters with diplomacy, tact and discretion
- Ability to balance a number of tasks while completing a variety of diverse initiatives in a timely manner
- Demonstrated superior communication skills including oral presentation, professional writing skills, and responsiveness and effectiveness in electronic communication
- Proficiency with computer applications and relevant technology

Qualifications:

- 10 or more years progressive experience in Human Resources with 6 or more years at a senior level
- Extensive experience in large, complex organizations in the areas of organizational development, progressive HR strategies, HR leadership, and labour relations in a unionized environment
- Relevant university degree, or an equivalent combination of education and experience
- Proven experience in negotiations, grievance/arbitration resolution, and dispute resolution

Applications:

Applicants are asked to forward a completed application package comprised of the following:

- A cover letter detailing your interest in this position and how your skills and experience will contribute to your success in this role
- A statement of educational philosophy as it relates to a Labour Relations role within the Public Education sector.
- A current resume

Richmond School District is committed to recruiting a diverse workforce that represents the community we so proudly serve. Our ability to provide the best education relies on a rich diversity of skills, knowledge, backgrounds, and experiences. First Nations, Inuit, Métis, persons of colour, all gender, 2SLGBTQ+ and persons with disabilities are encouraged to apply.

This search is being facilitated by EduSelect Services. Interested qualified applications should forward their application package by email to Catherine Jagger at catherine@eduselectservices.com by **12:00 PM, July 26, 2024**.

For more information about Richmond School District 38, please visit www.makeafuture.ca/Richmond, or our website at www.sd38.bc.ca . We thank all applicants for their interest, however only those being shortlisted will be contacted.

The Richmond School District is the best place to learn and lead.