



Director of Labour Relations and Compensation Analysis

Health Association Nova Scotia is a not-for-profit, non-government, membership-based association with almost 60 years' experience in delivering shared services, policy support and expertise our customers can count on. Serving over 130 organizations from across the province of Nova Scotia, our core fee-for-service/cost recovery services are Clinical Engineering Services, Labour Relations and Compensation Analysis, Group Benefits Solutions and Shared Financial Services. The Health Association also provides policy support to its continuing care members and is a joint sponsor of the Nova Scotia Health Employees' Pension Plan. Our Labour Relations and Compensation Analysis Service provides comprehensive labour law and compensation consulting support to subscribing member organizations. In total, we manage over 171 collective agreements on behalf of 84 employers. In addition to our core Labour Relations Program, we offer a fee-for-service employment law service, *Legal and Human Resources Support for Non-union and Management Employees*.

Reporting to the President/CEO, the Director of Labour Relations and Compensation Analysis is responsible for providing strategic leadership, vision and coordination of a broad range of services for the provincial health sector, including labour relations strategic planning, sector coordination, and capacity development; negotiation of collective agreements, dispute resolution and collective agreement administration; and compensation design and analysis. As a key member of the Health Association's Senior Leadership Team, you contribute to the strategic leadership and planning of the Association by developing, promoting and representing a vision and customer service model of the association to key stakeholders and influencers in health sector labour relations; coordinating and supporting development and execution of strategic labour relations, including collective bargaining, arbitration management and labour relations education initiatives in a province-wide system; and leading a team of professionals responsible for delivery of these range of services to employers in the health care sector.

As the ideal candidate, you are an experienced strategic leader with extensive knowledge in labour relations and employment law, including demonstrated skills in collective bargaining and labour arbitration. You possess a Bachelor's Degree in a related field from an accredited university. A MBA is preferred and a Bachelor of Law Degree with specialization in Employment Law would be considered an asset. You have a minimum of 10 years' experience in the area of labour relations and people management skills with a demonstrated background in leadership, team building, mentoring, change management, and conflict resolution. You have proven your ability to establish and maintain collaborative relationships with clients and key stakeholders, including union partners and key decision-makers within government. Previous labour relations experience in the broader public sector environment, including health care, would be considered an asset.

To express interest in this opportunity please click here: <http://jobs.meridiarecruitment.ca/Careers/12672/>

For more information contact **Claire Holt, Senior Recruitment Specialist** at cholt@kbrs.ca or 902.424.1105.

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