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OPPORTUNITY PROFILE

EXECUTIVE DIRECTOR, LABOUR RELATIONS (COLLECTIVE BARGAINING)



the right people

BCPSEA | ED, LABOUR RELATIONS (COLLECTIVE BARGAINING)

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THE ORGANIZATION

BC PUBLIC SCHOOL EMPLOYERS' ASSOCIATION

The BC Public School Employers' Association ("BCPSEA") is a full-service employers' association supporting public education through innovative HR practices, services, and partnerships. BCPSEA is the accredited bargaining agent for the Province's 60 public boards of education for unionized teaching and support staff in the BC K-12 public education system, and provides a full range of LR and HR services.

BCPSEA operates under a co-governance model to ensure that management of HR in the K-12 sector is a shared effort between school districts and the provincial government. In addition to providing labour relations advice and collective bargaining services to boards of education, including contract interpretation and grievance / arbitration case management, BCPSEA's statutory mandate includes other areas of HR management such as exempt staff compensation administration, benefits coordination and administration, and facilitating the development and implementation of public policy through advice to government and services to school districts. BCPSEA also provides services to districts in the areas of exempt staff employment matters, occupational health, safety and wellness, recruitment, training and development, and workforce data.

To learn more, please visit BCPSEA's [website](#) and read its [strategic plan](#).

THE OPPORTUNITY EXECUTIVE DIRECTOR LABOUR RELATIONS (COLLECTIVE BARGAINING)

The Executive Director, Labour Relations (Collective Bargaining) (“ED”) is responsible for the teachers’ provincial agreement, the support staff provincial framework agreement, and sector-wide provincial and local collective bargaining, leading/directing the development of the sector’s collective bargaining mandate, provincial and sector bargaining preparation and strategy, approval of bargaining plans, and sector communications (in conjunction with BCPSEA’s Chief Communications Officer and the CEO). The ED is the Lead Spokesperson at the provincial negotiation tables.

The incumbent reports to the Chief Executive Officer (CEO) and is a key and integral member of the BCPSEA Executive Leadership Team (ELT) in support of BCPSEA’s mandate, strategic plan, goals, and objectives, and helps direct and manage BCPSEA’s strategic operations, objectives, and activities.

The ED should be a strategic leader with exceptional relationship management, communications, and negotiations skills, and the ability to quickly establish credible, robust, and collaborative partnerships with school districts, government, and key sectoral interest and rights holders. Building collaborative partnerships will be key to the successful negotiation of the sector’s collective agreements in the next round of negotiations which commence at a local (school district) level in November 2024.



The K-12 sector has a unique bargaining structure with: one main provincial collective agreement and 60 sub agreements for 49,000 teachers represented by the BCTF; there is one adult education agreement; and there are 69 support staff collective agreements covering 40,000 members with a provincial framework agreement. Support staff in the K-12 sector have 57 union locals represented by CUPE and 12 collective agreements with other unions. The ED will be responsible for leading provincial collective bargaining, and for providing strategic, tactical, and sector coordinated advice for local collective bargaining across the province.

This is an outstanding opportunity for an experienced and strategic labour relations professional to lead critical bargaining initiatives on behalf of the people of British Columbia. Using their well-developed relationship building skills and political acumen, the ED will set the stage for creating a productive public education environment for the next decade.

THE PERSON

The successful candidate will understand the importance of, and need to prioritize sector partners engagement, conduct critical and strategic bargaining planning with their teams, and possess a very strong understanding of the full bargaining cycle process from preparation to effective government liaison, to final ratification. The ED will have the demonstrated ability to build a positive work culture, conduct meaningful and respectful negotiations with unions, and in achieving excellent bargaining results.



Professional and Personal Qualifications

- Direct experience as a Lead Spokesperson for collective bargaining negotiations is necessary;
- Bachelor's degree in a related field; a JD or Master's degree is a strong asset;
- Extensive experience in collective bargaining, labour relations, and human resources;
- Ability to understand and interpret collective agreements, LOUs, Mid-Contract Modifications, arbitration awards, regulatory and other legislative provisions;
- Capable of synthesizing highly complex information and summarizing it for information and decision making purpose;
- Demonstrated experience to take a highly complex policy, collective bargaining, labour relations issue or problem, and achieve a positive outcome;
- Significant proven ability to draft, compose, write, and communicate effectively for multiple audiences;
- Ability to develop and foster robust positive working relationships with BCPSEA's partner groups, including the management associations and unions;
- Knowledgeable and supportive of Indigenous culture, and diversity, equity, and inclusion issues;
- Experience managing teams of senior staff and professionals;
- Experience working in K-12 public education sector and/or broader public sector is a strong asset;
- Ability to work in a coordinated manner in a fast-paced, results-oriented environment with multiple strategic partners; and
- The incumbent has excellent IT applications skills (for example, Excel, Word, PPTX).



Competencies and Personal Characteristics

Leadership – Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who leads by example and communicates clear goals.

Strategic – Develops a plan in support of strategic direction. Demonstrates an understanding of the link between one's job responsibilities and overall organizational goals.

Integrity and Honesty – Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

People Development – Fosters learning and development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

Influential and Collaborative – Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and maintain partnerships.

Accountable – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes.

Creativity and Innovation – Develops new insights into situations; questions conventional approaches; encourages new ideas; designs and implements new or cutting-edge programs and processes.

Effective Working Relationships – Treats colleagues, and stakeholders with respect; resolves conflicts in a timely manner, negotiates effectively, and provides effective feedback to colleagues/employees.

Communication – Clearly presents written and verbal information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well.

Student / Parent Focused – Anticipates and attends to the needs of internal and external partners of the organization; keeps student and parent interests in the forefront.



BCPSEA is an inclusive and accessible employer. Equity, Diversity, Inclusion and Reconciliation are embedded in its organizational goals. BCPSEA encourages applications from all qualified individuals, including Indigenous, Black, people of colour, all genders, 2SLGBTQIA+, and persons with disabilities.

COMPENSATION

A competitive compensation package will be provided including an attractive base salary and excellent benefits. The salary range is \$178,364 - \$209,839. BCPSEA offers a competitive benefits package, including extended health, dental, and a \$2,000 annual Health and Wellness allowance, as well as participation in the Municipal Pension Plan.

FOR INFORMATION PLEASE CONTACT:

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