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OPPORTUNITY PROFILE

Director of Labour Relations

THE ALBERTA UNION OF PROVINCIAL EMPLOYEES

The Alberta Union of Provincial Employees (AUPE) is the largest public-sector union in Alberta and represents approximately 103,200 jobs across the province in four sectors: health care, education, government services, and agencies, boards, and commissions. AUPE represents roughly:

- 20,800 direct employees of the Alberta provincial government;
- 68,400 health care employees at public, private, and not-for-profit health care providers, including auxiliary nursing care employees and the general support services employees of Alberta;
- 10,800 in the education sector, who work in support roles at fifteen post-secondary institutions and three school boards across Alberta; and
- 3,200 boards, agencies, and commissions employees who work for a variety of mostly public sector employers like municipal governments.

AUPE is committed to creating a diverse and inclusive environment and is proud to be an equal opportunity employer. We strive to provide a supportive and respectful environment, free of bias, where each employee feels valued. Together, our opinions, strengths, experiences, and diverse backgrounds ensure full and equal participation for all in our community.

For more information, visit: www.aupe.org

THE OPPORTUNITY

The Director of Labour Relations is a senior leadership role responsible for the AUPE's collective bargaining strategy, oversight of negotiations, and the planning and implementation of essential services.

The position brings together the Negotiations and Essential Services functions into a unified Labour Relations Department, with a mandate to coordinate strategically and deliver strong outcomes for members.

Reporting to the Executive Director, the Director serves as a key strategic advisor to senior leadership and elected officials, playing a central role in securing strong collective agreements, navigating complex labour relations environments, and ensuring legislative compliance.

Through collaborative leadership, deep labour relations expertise, and principled advocacy, the Director strengthens members' rights, enhances organizational capacity, and advances AUPE's priorities in an evolving political, legal, and economic landscape.

Key Responsibilities

Strategic Leadership & Organizational Impact

- Provide vision, leadership, and strategic direction for AUPE's Labour Relations Department.
- Build an integrated, high-performing team aligned with union values and organizational priorities.
- Serves as a trusted advisor to the Executive Director and elected leadership on labour relations strategy, risk, and opportunities.
- Contribute to long-term organizational planning, policy development, and governance initiatives.
- Represent AUPE in high-level discussions with employers, government bodies, legal counsel, and external stakeholders.

Collective Bargaining & Negotiations

- Lead and oversee AUPE's collective bargaining strategy across sectors and bargaining units.
- Provide strategic direction to staff negotiators regarding bargaining mandates, settlement strategies, and risk management.
- Guide the development of evidence-based proposals informed by research, member priorities, and labour market trends.
- Oversee research and analysis of employer strategies, economic conditions, and sectoral developments.
- Support and guide dispute resolution processes, including mediation, arbitration, and strike preparation.
- Lead and manage complex, high-stakes labour relations matters requiring senior-level expertise.
- Ensure consistency, quality, and alignment across bargaining tables and agreements.
- Manage and lead complex labour relations matters requiring senior-level expertise and coordination.

Essential Services Planning & Implementation

- Provide executive oversight of essential services negotiations and agreements.
- Direct AUPE's essential services strategy to ensure legislative compliance while protecting members' right to meaningful job action.

- Advise union leadership on legal, operational, and strategic implications of essential services designations.
- Coordinate internal planning and preparedness for labour disputes.
- Balance public interest obligations with union leverage and member protections.
- Monitor legislative and regulatory developments affecting essential services and strike activity.

Labour Relations Governance & Compliance

- Ensure organizational compliance with applicable labour legislation and regulatory frameworks.
- Oversee collective agreement administration, grievance handling, and arbitration processes.
- Provide strategic oversight on precedent-setting cases and legal matters.
- Establish and maintain best practices in labour relations risk management
- Strengthen internal policies, systems, and frameworks reporting effective labour relations operations.

People Leadership & Capacity Building

- Lead, mentor, and develop a diverse team of labour relations professionals.
- Foster a culture of collaboration, accountability, and continuous learning.
- Build organizational capacity through coaching, succession planning, and professional development.
- Promote inclusive leadership practices and respectful workplace culture.

THE PERSON

The successful candidate will bring a combination of strategic insight, labour relations expertise, and values-driven leadership.

Qualifications & Experience

- Post-secondary degree in Human Resources, Business, Industrial Relations, Law, or a related discipline.
- Significant senior-level experience in labour relations within a unionized environment, preferably within the labour movement.

- Extensive experience leading collective bargaining negotiations and dispute resolution processes.
- Demonstrated expertise in labour law, essential services legislation, grievance and arbitration procedure, and collective agreement administration.
- Experience working effectively with executive leadership, elected officials, and member representatives.
- Knowledge of AUPE structures, collective agreements, and governance process is an asset.

Knowledge, Skills & Abilities

Communication: demonstrates exceptional written, verbal, and presentation skills, with the ability to communicate complex legal, economic, and strategic information clearly to members, staff, and elected leadership. Builds trust and credibility through transparency, consistency, and principled advocacy, and engages effectively with diverse internal and external stakeholders.

Negotiation & Advocacy: Brings advanced expertise in collective bargaining, negotiations, and dispute resolution within politically and legally complex environments. Applies a strong, member-focused bargaining approach that balances collaboration with firm advocacy to achieve meaningful and sustainable outcomes.

Problem-Solving & Strategic Analysis: Demonstrates strong analytical and critical-thinking abilities in assessing complex labour relations, organizational, and legal issues. Anticipates risks and opportunities, develop evidence-based strategies, and exercises sound judgement in high-pressure situations.

Collaboration & Relationship Building: Builds strong, respectful relationships with elected leaders, staff, stewards, and external partners. Fosters collaboration across sectors and departments to strengthen organizational alignment bargaining power, and member engagement.

Leadership & People Development: Provides values-driven, accountable leadership aligned with AUPE's mission and priorities. Leads, mentors, and develops high-performing labour relations professionals while promoting professional excellence, succession planning, and continuous learning.

Vision & Strategic Foresight: Demonstrates a deep understanding of public-sector relations, political environments, and legislative frameworks. Anticipates change and develops long-term strategies that strengthen bargaining capacity, organizational resilience, and member protections.

Political & Organizational Acumen: Navigates complex political, regulatory, and organizational environments with credibility, diplomacy, and sound judgment. Provides trusted advice on sensitive and high-impact issues and represents AUPE effectively in high-level forums and negotiations.

Professional Integrity: Demonstrates commitment to union values, ethical leadership and member representation. Acts with honesty, accountability, and discretion, and maintains the highest standards of professionalism in all relationships.

Teamwork & Engagement: Promotes a collaborative, inclusive, and respectful workplace culture. Works effectively across teams and encourages shared accountability, open communication, and mutual support.

Adaptability & Resilience: Thrives in dynamic and high-pressure labour relations environments. Demonstrates flexibility in responding to changing priorities, legislation, and political realities while maintaining focus and effectiveness.

Labour Relations Expertise & Complexity: Demonstrates deep knowledge of collective agreements, grievance and arbitration processes, and essential services legislation. Applies best practices in labour relations administration and dispute resolution to advance member interests and strengthen organizational effectiveness.

COMPENSATION

A competitive compensation package will be provided, including an attractive base salary and excellent benefits. Further details will be discussed in a personal interview.

TO APPLY

To apply, please email your cover letter and resume (PDF or Word only, preferably as a single document) to Sonny Kapoor or Jessica Park at apply@leadersinternational.com, and include the job title in the subject line.

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www.leadersinternational.com