Leaders
INTERNATIONAL
Executive Search

VANCOUVER EDMONTON CALGARY SASKATOON WINNIPEG TORONTO OTTAWA MONTREAL



City of Saskatoon

OPPORTUNITY PROFILE

Lead Negotiator



About City of Saskatoon

Saskatoon is a growing, thriving community, graced with the vibrant beauty of nature. The largest city in Saskatchewan, with a population of over 318,000, people choose Saskatoon as their place to live, work and raise a family for a variety of reasons. Situated in the South Saskatchewan River Valley and surrounded by farmland, it is in a central, beautiful part of the province. Divided by the winding South Saskatchewan River, Saskatoon's east and west faces are joined by a series of bridges lined with several kilometres of trails to jog, walk and explore. The City has a young demographic that welcomes people from all over Canada and the world, a diverse, multicultural city with over half the population under 40. Saskatoon has a strong, diversified economy with a wealth of resources in various industries including agriculture, potash, oil and uranium. Newer opportunities have emerged in crop science and renewable energy, research and technology.

- Saskatoon provides convenient amenities of a larger city, set in a beautiful natural setting.
- Saskatoon sits on the banks of the South Saskatchewan River and is surrounded by parks and green spaces.
- Saskatoon is one of the sunnier places in Canada, often with a giant blue sky overhead. Summer temperatures range from 20°C to 35°C, winters from 5°C to -30°C.
- Saskatoon enjoys one of the lowest costs of living among major cities in Canada, combined with low unemployment and a growing economy.
- Home to John G. Diefenbaker International Airport with flights from cities in Canada and North America.

For more information on Saskatoon visit City of Saskatoon and Discover Saskatoon

We acknowledge that our community is located on Treaty 6 Territory and the traditional Homeland of the Métis. Indigenous people of primarily Cree, Dakota and Saulteaux descent have called Saskatoon home for thousands of years. Today, Saskatoon is home to Indigenous people from a diversity of cultures and language groups.



Build a Career, Shape a City

The City of Saskatoon is a place where you can build a career and make a difference in your community. As a municipal government, we offer a range of core public services such as roads, transit, parks, water, police and fire to over 318,000 residents.

Saskatoon continues to be one of Canada's fastest growing cities, and this strong population growth creates a workplace culture where exciting and rewarding opportunities for a dynamic and fulfilling career await.

Living Our Values... every day

The City prides itself on living its core values of People Matter, Respect, Integrity, Safety, Trust and Courage. We live our values every day to help us achieve our vision of making Saskatoon a great place to live, work, learn and play. We want people who connect to our vision and our values.

We are committed to continuous improvement, innovation, and attracting talented people from all over Canada and around the globe.

We offer an inclusive workplace that embraces diverse backgrounds. The City of Saskatoon is proud to be an Employment Equity Partner with the Saskatchewan Human Rights Commission (SHRC) and we continue to make progress towards having a workforce that represents Saskatchewan's population.

When our workplace reflects the community we serve, it makes us a better city.

Lead Negotiator

The Work You Will Be Involved In

Reporting to the Chief Human Resources Officer, the Lead Negotiator is the City of Saskatoon's lead voice at the bargaining table, negotiating on behalf of Saskatchewan's largest municipality across eleven bargaining units, from civic and transit employees to firefighters and professional staff.

This is a focused, high-impact role. You will shape the City's multi-year bargaining strategy, translate Council's mandate into sustainable settlements, and serve as the principal advisor to the CHRO on bargaining and related labour relations matters. With the City's pattern approach to bargaining, the tone



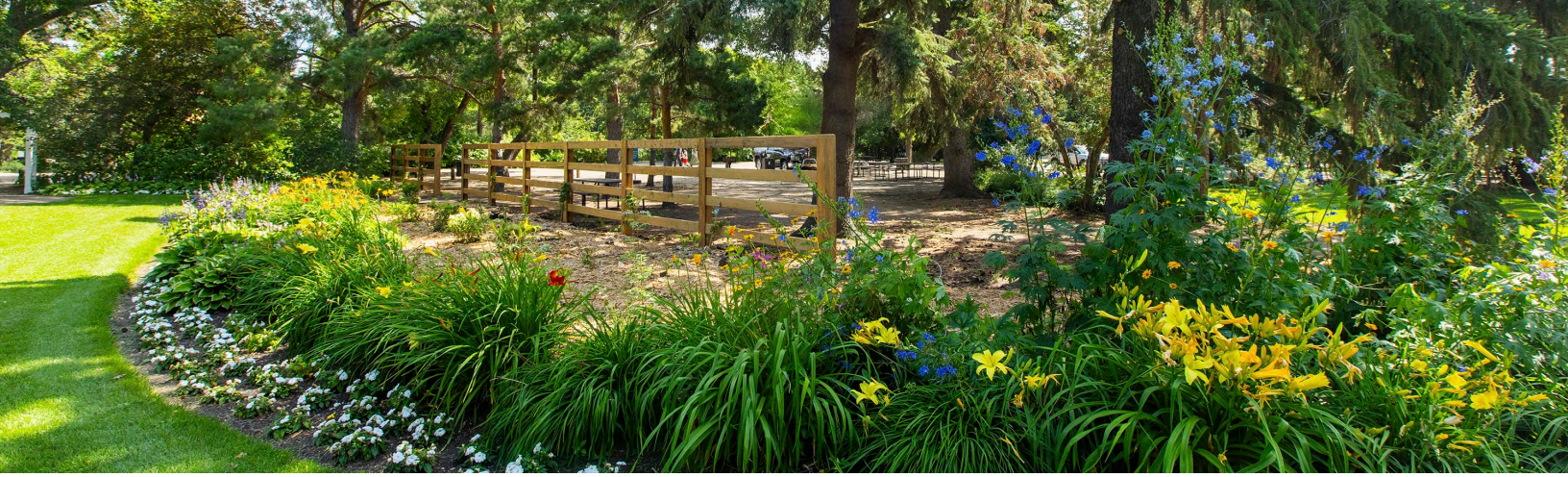



set at the first table carries through every table that follows, so preparation, judgement and credibility matter from day one.

Above all, this is a role for a relationship builder. The City values a collaborative, respectful approach with its union partners, one that secures the best achievable outcome for residents while strengthening labour-management relationships for the long term. With the next round of bargaining on the horizon, the successful candidate will invest early in trust with union leadership and General Managers and will be as comfortable in a hallway conversation as at the table or in front of Council.

Major Responsibilities

- Leads the City's side of the table as Chief Spokesperson in a multi-union environment, directing the professional and technical staff who support negotiations.
- Serves as the principal advisor to the Chief Human Resources Officer on bargaining, labour relations and related legal matters.
- Designs and executes the City's multi-year bargaining strategy, aligning every table with long-term financial, workforce and service delivery priorities.
- Owns collective agreement costing, from mandate development and proposal costing at the table to final confirmation of mandate compliance.
- Works with City Council to shape bargaining mandates and presents negotiation updates and proposed settlements that clearly address financial, operational and labour relations implications.
- Drafts and refines bargaining proposals, offers of settlement, tentative agreements and Council reports.
- Builds trusted, year-round relationships with union leadership and General Managers, understanding the pressures on both sides well before the next round of bargaining begins.
- Partners with Labour Relations, Legal and department leaders to prepare for bargaining and ensure proposals reflect the realities of front-line service delivery.
- Analyzes and interprets legislation, collective agreement language, and court and arbitration decisions that shape the City's bargaining position.
- Plans and prioritizes bargaining activity to keep negotiations moving efficiently and develops and monitors key performance indicators for the function.



- Coaches and develops the staff who support negotiations, and champions best practices in negotiation and labour relations.
- Ensures compliance with legislation, regulatory requirements and collective agreements.
- Performs other related duties as assigned.

Education and Experience

- Degree in Labour Relations, Industrial Relations, Human Resources, Law or a related field.
- 10 years of progressive experience in human resources and labour relations, including at least 5 years as a Chief or Lead Negotiator.
- A proven track record of negotiating and settling collective agreements, preferably in a municipal or public sector setting; experience in large, unionized private sector organizations will also be considered.
- Demonstrated experience costing collective agreements and evaluating the financial impact of bargaining proposals.
- Advanced knowledge of negotiation techniques, principles, strategies and best practices.
- Considerable knowledge of municipal, provincial and federal labour and employment law, collective bargaining principles, and legal research methods.
- Demonstrated ability to manage complex, high-stakes negotiations with composure and sound judgement.
- Demonstrated ability to bring contemporary, creative solutions to labour relations challenges.
- Strong communication, conflict resolution and relationship-building skills, with the ability to earn trust at every level, from front-line staff and union leadership to senior leaders and elected officials.

Core Competencies

Strategic Labour Relations Leadership: Treats bargaining as a strategic lever, not a transaction. Aligns negotiation strategy with the City's long-term financial, workforce and service delivery priorities across a complex, multi-union environment.

Expert Negotiation and Bargaining Acumen: Leads high-stakes bargaining as Chief Spokesperson with confidence, credibility and discipline. Stays calm and even-keeled under pressure, knows when to hold firm and when to move, and reaches outcomes that are sustainable, compliant and defensible.

Influencing and Advisory Excellence: A trusted advisor to the Chief Human Resources Officer, senior leadership and Council. Turns complex analysis into clear, persuasive advice and navigates the political realities of a municipal environment with astuteness.

Collaborative Relationship Management: Builds labour-management relationships grounded in respect, transparency and professionalism. Treats union partners as collaborators in finding workable solutions while firmly protecting the City's interests.

Legal and Legislative Insight: Brings advanced knowledge of labour and employment legislation, arbitration decisions and collective agreement interpretation to every strategy, reducing risk and strengthening the City's position.

Analytical and Financial Stewardship: Knows the numbers. Costs collective agreements and proposals with precision and keeps every outcome within the approved mandate and the City's long-term fiscal capacity.

People Leadership and Talent Development: Brings out the best in the professional and technical staff supporting negotiations through clear expectations, coaching, and a culture of accountability and continuous learning.

Change Leadership and Innovation: Anticipates emerging labour relations challenges and brings fresh, creative approaches to bargaining and dispute resolution, leading with clarity and adaptability as the environment evolves.

Compensation

The City of Saskatoon offers a competitive total rewards package, including an attractive base salary and comprehensive benefits. Relocation support is available for the successful candidate. Further details will be discussed in a personal interview.

Diversity, Equity and Inclusion

The City of Saskatoon offers an inclusive workplace that embraces diverse backgrounds. As an equity partner with the Saskatchewan Human Rights Commission (SHRC), the City commits to diversity, equity and inclusion in our workplaces. By having our workforce reflect the community we serve, we support the

realization of miyo-pimatisiwin, (me-o-pi-ma-ti-si-win) “the good life”, for all residents. To learn more about Diversity, Equity and Inclusion at the City, please visit Saskatoon.ca/diversity

The City of Saskatoon strives to provide an accessible and inclusive workplace for all, including throughout the application and selection process through reasonable access and accommodations.

Express Your Enthusiasm for This Role

Email a convincing cover letter and tailored resume (PDF or Word document only) to **John Dugdale or Heather Fookes** at apply@LeadersInternational.com, indicating the job title in the subject line.

Leaders International Executive Search
www.leadersinternational.com