

September 7, 2022

## JOB POSTING Director – Bargaining and Negotiations

**Overview:** As a UFCW 1518 Director your main role is to help execute the mandate of the UFCW 1518 Executive Board to negotiate the best contracts we can for the over 26,000 members we represent. You will be overseeing all bargaining and negotiations that happen within the organization. UFCW 1518 has over 80 different collective agreements that span across various industries and sectors, and your role is to work closely with assigned Union Representative and Administrative Staff to build a positive work culture that inspires effective output, collaboration among staff, while also prioritizing the importance of educating bargaining committees, and achieves excellent results for members.

The successful applicant will have extensive experience in negotiations, and a very strong understanding of the process from bargaining preparation to ratification. You will be responsible for working with your assigned team to maintain timelines in the roadmap for bargaining contracts. In this role, key elements are providing leadership, mentorship and direction to the staff who report to you to ensure the timely delivery and completion of collective bargaining. The successful applicant will understand the importance of, and need to prioritize member engagement, critical and strategic planning with their team and navigating disputes. They will also have applied experience in Labour Relations.

You will work closely with excluded management at UFCW to ensure your assigned team of staff are following their mandate letters and performing their work under the practices and policies of the employer including:

- performing quality control oversight and writing performance assessments
- performance issues or conduct management
- providing on-the-job detailed training and identifying training and areas of support
- managing budgets under financial policies and practices and participating in the employer's planning processes
- managing and scheduling the time off of direct reports to ensure work-life balance is a priority and contributes to a positive work culture
- ensuring all work is assigned and completed
- relaying instructions of management

The nature of work representing members means sometimes performing duties largely similar to those whose you direct or perform duties related to the work, but at a higher level than those you would direct, including:

- maintaining positive working relationships with elected officers, committees, board, as well as stewards and members
- overseeing the collective bargaining cycle and reviewing the bargaining process to improve on strategy and effectiveness of the approach adopted in the various sectors and units.
- Interpreting collective agreements
- managing labour relations and engagement with a variety of employers including with senior company representatives.

## **Skills and Qualifications**

Bachelor degree in a related field with advanced studies in collective bargaining negotiations; labour law; labour/industrial relations; arbitrations; employment law and human resources.

7-10 years experience in a related supervisory role and a minimum of five years working as a union representative or similar role with demonstrated senior-level experience as lead negotiator with large private sector employers.

Specific and detailed knowledge of the BC and Canadian Labour Relations Code, regulations, and other labour legislation with published decisions as counsel.

Proficiency in computers and related Microsoft software, CRMs and record management

Politically savvy and understands the importance of engaging members and deploying effective communications and modern communication tools and platforms

Must hold a valid driver's license

Proficiency in languages in addition to English

Applicants should be prepared to provide a portfolio summarizing negotiation experience and a list of their adjudicated decisions

Internal Posting Director's Bargaining Unit closes on September 14, 2022 at 5PM  
Applications to [hr@ufcw1518.com](mailto:hr@ufcw1518.com)