

Director, Staff Relations
University of Guelph
Guelph, Ontario
Reference # MG-16848

The **University of Guelph** is one of Canada's top comprehensive research-intensive universities and known for excellence in the arts and sciences and for their commitment to developing exceptional thinkers and engaged citizens. Established in 1964, the University enjoys a reputation for innovation and excellence dating back more than 150 years. The University of Guelph strives for global excellence in fulfilling its mission to improve life.

Students, faculty, and staff at The University of Guelph pursue active inquiry and exercise creativity across a range of disciplines: physical and life sciences, arts and humanities, social sciences, business, agricultural and veterinary sciences. Faculty scholars and researchers provide students with ground-breaking research opportunities in laboratories, art studios, libraries and in the field. By focusing on the "whole student," University of Guelph graduates have the tools and skills to make a difference in our ever-changing world. Known for its beautiful, safe campuses and welcoming, supportive culture, U of G blends historical and modern architecture with cutting-edge technology.

"At Guelph, we turn knowledge into action"

Now, on behalf of the University of Guelph, we are recruiting the next **Director, Staff Relations**. The Director, Staff Relations is both a unit leader and a professional practitioner. Reporting to the Associate Vice President and Chief Human Resources Officer, the role provides both strategic and practical counsel on employee and labour relations at the University for non-academic employee groups/unions. The incumbent will review and align the labour relations functions to promote continued business success, including a high intensity focus upon the design, implementation, and development of "best practice" labour relations protocols, policies, practices, and procedures. The Director identifies, develops, and facilitates the implementation of policies and programs that focus on building organizational capacity and optimal employee relations.

The Director, Staff Relations is accountable for fostering strong and constructive working relationships with all constituent groups, promoting a positive employee and labour relations environment. The incumbent will provide strategic advice, direction, and assistance to leaders of the University on legal and statutory issues and complaints, exercising due diligence on behalf of the University. Based on the set of core principles, the incumbent chairs/leads and coordinates activities for non-academic staff bargaining, identifying issues, determining priorities, preparing mandate recommendations for Board Committee approval, proposals, bargaining strategies, etc. through a consultative and facilitative approach to ensure key priorities are focused on.

The successful candidate will have either an advanced degree in Law, Industrial Relations, Human Resources Management, or in a related discipline and; a deep understanding of and experience in mediation/ADR processes. A CHRL designation would be considered an asset. The successful candidate will be an individual with demonstrated strategy and effectiveness in collective bargaining; in-depth knowledge of labour law and employment-related legislation; knowledge of and demonstrated success in dispute resolution practices. They possess the ability to move from high-level conceptualization to detailed and thorough implementation and engage in both independent and consultative decision-making. Given this role will be leading a strong team, the individual will bring strong leadership, coaching, facilitation, conflict resolution and relationship management skills to this position; along with emotional intelligence (self-awareness, self-regulation, self-motivation, empathy), a high degree of flexibility, mature adaptability, and openness to learning. Bringing knowledge of University culture, practices, priorities would be considered an asset. Further, they are an individual that can bring tact, diplomacy, humour, patience, realism, assertiveness to the team and the University.

How To Apply

To express interest in this opportunity please apply online by clicking:

<https://meridiarecruitment.ca/Career/16848>

For more information about this exciting opportunity please contact Mark Gillis, Senior Consultant, at mgillis@kbrs.ca or Natalie Lagace, Recruitment Specialist, at nlagace@kbrs.ca. If you require accommodation to participate in the recruitment process, please let Mark know.

Meridia Recruitment and the University of Guelph invite applications from all qualified individuals; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to employment equity and diversity in the workplace and welcomes applications from Indigenous peoples, African Canadians, persons with disabilities, visible minorities, women, and persons of any minority sexual orientation or gender identity. The University of Guelph is committed to workplace diversity and provides accommodations to applicants with disabilities throughout the hiring process.

The University of Guelph acknowledges their campuses reside on the treaty lands of the Mississaugas of the Credit and lands that the Anishinaabe, Hodinohso:ni, Lūnaapéewak and Wendat peoples have inhabited for centuries. They understand that these lands are connected by the Dish with One Spoon Wampum and continue to be home to diverse communities of First Nations, Inuit and Métis Peoples. Acknowledging the land reminds them of their commitment to reconciliation with Indigenous peoples and lands.