

 **Apply Here**



We select dedicated people just like you to care for our clients, those who offer compassion, knowledge and commitment to the treatment, progress, outcomes and lives of our clients. We are motivated to employ individuals who are passionate about what they do and, are naturally driven to uphold our client-centered approach, contribute to best-practice solutions and a desire to take their careers to the next level within Carewest.

We are one of Canada's largest public healthcare providers of complex continuing care, rehabilitation and recovery services, and a wide variety of community programs for seniors and adults under the age of 65. With 13 locations across Calgary and a team of over 2,600 employees, we offer a diverse, interdisciplinary and expert community of health care professionals. Our innovative practices allow for optimal opportunities to learn, grow and excel with us.

Carewest has been recognized as one of **Alberta's Top Employers** acknowledging our commitment to promoting a strong work/life balance, providing competitive salaries & benefits, and the promotion of teamwork in a collaborative healthcare environment. If you share our vision and are dedicated to joining our growing team, please review our open positions and apply today!

Manager, Employee and Labour Relations Competition 2017-0956

Under the leadership of the Director of Human Resources, you are responsible for leading the collective bargaining processes, negotiating and maintaining essential service agreements with our unions, and building and strengthening the employer-union relationship.

In addition, you will be accountable for:

- Participating in the development and implementation of human resources, employee relations, and labour relations policies and services strategies that minimizes risk while maintaining a progressive work environment.
- Providing managers with employee and labour relations advice, coaching, education, and expertise on investigative processes, disciplinary outcomes, interpretation of collective agreements, and other related matters.
- Conducting thorough investigations of union grievances, non-union appeals, and complaints.
- Providing orientation and on-going support to management for Attendance and Performance Management Programs.

Qualifications:

- A minimum of eight (8) years of human resources and labour relations experience, including at least 4 years of leadership and management experience. Experience providing labour relations counsel, coaching and guidance to all levels of management within a multi union and non-union environment would be considered an asset.
- A university degree in a related field. A Master's degree in Industrial Relations (MIR) is preferred.
- Previous experience as a spokesperson at a collective bargaining table.
- The Chartered Professional in Human Resources (CPHR) designation or equivalent is preferred.