

EMPLOYMENT OPPORTUNITY

Labour Relations Officer – Organizer (Temporary/ Full-time)

HSA is committed to recruiting and retaining diverse staff and encourages people who experience marginalization (including but not limited to Indigenous Peoples, racialized/people of the global majority, women, people with disabilities, 2SLGBTQIA+, gender diverse, newcomers, and diverse faiths) to apply for career opportunities within our organization.

HSA recognizes the efforts of our employees and is committed to excellent compensation, superior benefits, and ongoing recognition to maintain work/life balance.

WHO WE ARE

The Health Sciences Association of BC (HSA) is a dynamic union delivering modern health care to British Columbians. HSA represents more than 23,000 health science and community service professionals at over 265 hospitals and agencies in acute care, long-term care and community health across the province. In addition to negotiating collective agreements for its members, HSA works to preserve and promote public health care in Canada through campaigns and affiliations. For more information about HSA, please visit our website at hsabc.org.

WHAT WE ARE LOOKING FOR

HSA is looking for an experienced individual to fill a temporary full-time position of Labour Relations Officer (LRO) - Organizer in the Strategic Communications and Member Development Department at its office in New Westminster, British Columbia until December 31, 2025.

Under the general direction of the Membership Services Coordinator – Engagement and Organizing, the Labour Relations Officer (LRO) - Organizer performs a variety of functions related to external and internal organizing objectives of the Health Sciences Association of BC. The Organizer will support and work collaboratively with the union's Strategic Communications and Member Development Department, HSA's Communications, Education, Organizing, Occupational Health & Safety, Political Action teams and Legal and Labour Relations Departments and volunteer steward teams.

DUTIES AND RESPONSIBILITIES

- Plan and execute internal member organizing and member engagement campaigns with a focus on recruitment and support of workplace leadership teams
- Plan and execute external non-union organizing campaigns with a focus on recruitment and mentorship of workplace inside committees

- Provide staff support to member committees
- Represent HSA at central labour organizations
- Respond to calls and contacts from interested prospective members

QUALIFICATIONS AND REQUIREMENTS

LRO positions have a large workload and may require a high level of flexibility and adaptability due to the ever changing and sometimes urgent nature of labour relations work.

- A minimum of 3 years' experience and demonstrated success in union, political, or issue-based campaign organizing, including development and execution of campaigns
- A minimum of 2 years of experience working with the BC Labour Code and strong working knowledge of procedures and processes of the BC Labour Relations Board. Preferred candidates will be able to demonstrate experience in developing and executing a union organizing campaign, including developing legal strategy and presenting at the LRB
- Demonstrated experience in developing and executing complete campaigns, including campaign plan research and development, contact and recruitment strategy, and communication strategies
- Excellent communication skills, good judgment, ability to work with people from diverse backgrounds and cultures, and a commitment to justice for working people
- Demonstrated ability to prioritize projects and work on a multitude of projects concurrently
- Strong organizational and time-management skills and the ability to work under tight deadlines and pressures, with scrupulous attention to detail
- Strong interpersonal skills with ability to work independently and in a team, including with volunteers
- Excellent oral communication and presentation skills
- A commitment to principles of equity, diversity, inclusion and decolonization
- Ability to work a flexible schedule as required, including evenings and weekends

Extensive travel and field work across the province is anticipated and expected. This position requires an ability to travel anywhere in the province on short notice. Possession of a valid BC driver's licence and access to a vehicle is required.

Salary Range: \$58.00 to \$66.80 per hour, based on a 36.83-hour average work week as per the HSASU/HSA Collective Agreement. In addition to a competitive salary, HSA offers a generous total compensation package that includes extended health and dental benefits, life insurance, income protection, pension plan, wellness and Employee Assistance programs, commuting support, and educational opportunities. Please note that eligibility is based on employment status.

HOW TO APPLY

If you are interested in applying for this opportunity, please email your cover letter and resume outlining how your qualifications meet the position requirements to hr@hsabc.org, referencing posting number **SCMD-LRO-T0425** and position title in the subject line.

Closing Date: May 11, 2025

No phone calls please.

We thank all applicants for their interest and advise that only those shortlisted will be contacted.