

EMPLOYMENT OPPORTUNITY

Executive Director, Governance and Member Development (Regular / 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 24,000 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.

There are ten HSA regional districts where each region has an elected Regional Director who represents member views on the Board of Directors. There are numerous Standing Committees and Special Committees that are advisory to the Board of Directors. HSA has 188 chapters across BC that serve to support and represent members in their workplaces, and 130 staff who provide support and services to the members.

WHAT WE ARE LOOKING FOR

As a member of the Executive Staff team and reporting to the President, the Executive Director - Governance and Member Development plays a critical role in ensuring the effective governance of HSA, working closely with the Board of Directors and executive leadership team. You provide leadership to the political wing of the union and oversee the member engagement and development work of the union according to the strategic direction set by the Board of Directors and annual conventions.

You have extensive experience in the BC labour movement and political structures as a key advisor on governance, policy, and stakeholder relationships, fostering transparency, accountability, and alignment with organizations' strategic goals. In addition, you have experience supervising and managing unionized staff, preferably with employer-side experience in staff collective agreement bargaining and contract administration.

THE ROLE

Governance

- Oversee governance processes including the annual convention, annual regional meetings, presidential and board of director elections, and member voting in alignment with HSA's constitution and policies.
- Support the onboarding and continuous education of directors to maintain strong governance capabilities and awareness and understanding of emerging issues and trends.
- Support the union's Governance and Policy Committee to maintain oversight of governance documents including the constitution and policies, ensuring accuracy and alignment with HSA values and practices.
- Build strong partnerships with the Board to support informed decision-making and effective governance.
- Support transparent communication between the Board of Directors and HSA members.
- Support the HSA President to ensure strong communication, cooperation and collaboration and a leadership role in the provincial and national labour movements.
- Ensure alignment of clear definition of responsibilities and accountabilities for members of the Board of Directors and the unions standing and special committees.

Government Relations, Communications and Member Development

You ensure that HSA is kept abreast of local, national and international healthcare policy, political, business, and labour movement developments as they relate to HSA and its members, to put the union in the best position possible to meet the challenges presented by changes in these, and other external environments.

- Through appropriate senior staff, you ensure that HSA:
 - has a clear, concise, and focused message that conveys to government the union's position as it relates to public policy that impacts members directly and provincial healthcare and other public services in general.
 - assesses and analyzes government policy, legislation and trends which impact members and health and community social service workers as a whole.
 - builds strong relationships at both the political and bureaucratic level within the provincial government.
 - is represented in policy discussion roundtables ensuring members voices are heard, and that members are engaged in lobbying activities and ensures all activities are managed and focused on key messages.
 - has consistent messaging across all communications with the Board of Directors, union committees, union activists, the general membership, and external stakeholders.

- a robust organizing program to recruit new members into the union.
- systems and procedures to ensure the timely and effective management of inquiries from members.
- delivers member education and training programs that are relevant, effective, and result in engaged member activists.

You have:

A commitment to advancing transparent, equitable, and effective governance practices, with a proactive approach to identifying and resolving challenging issues in the union and in the broader progressive movement. This includes a focus on applying inclusive solutions to create clear and consistent outcomes for all groups involved.

Experience in and planning and coordination skills necessary to deliver large governance meetings, develop inclusive operating plans, processes, and standards that reflect the diverse needs of the organization. You ensure the delivery of services and results with a commitment to fairness, accessibility, transparency, and withing a prescribed budget.

Strong work ethic and interpersonal skills, with the capacity to lead and influence in an inclusive environment. Demonstrated ability to engage diverse perspectives and foster an environment where all voices are valued and respected.

You are:

A proven leader with collaborative and consultative practices, creating inclusive spaces for all voices to be heard and valued and extensive experience in managing budgets.

You possess people leadership skills that enable you to support and inspire direct reports. You lead with empathy and adaptability, managing change with a focus on creating an inclusive environment where each team member feels valued, supported, and empowered.

Salary: \$180,000 to \$210,000 per annum.

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 **EX-EDGMD-R0825** and position title in the subject line.

Closing Date: Friday, August 29, 2025

No phone calls please.

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

HSA is committed to ensuring that the application and interview process is accessible to all applicants. Please let us know if you will require any assistance or accommodations with application and interview process.