



EMPLOYMENT OPPORTUNITY

Researcher and Policy Analyst (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 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 the regular, full-time position of Researcher and Policy Analyst role in the Strategic Communications and Member Development Department at its office in New Westminster, British Columbia.

In a collaborative environment, the Researcher and Policy Analyst is responsible for analyzing and developing policy positions, as well as conducting research to support the union's strategic objectives. This position requires an experienced generalist who is capable in a variety of research methods, including applied and action research designed to engage and support the union's membership. The Researcher and Policy Analyst is skilled in conducting statistical and qualitative research, and have experience in coordinating committees, focus groups, and campaigns.

DUTIES AND RESPONSIBILITIES

- Conduct research on developments in the workplace, in government, in health policy and legislation to support government relations, labour relations, campaigns, and collective bargaining.

- Prepare research reports, briefing documents, and policy submissions, and represent the union on provincial level policy and research committees organized by employers, government, educators, and community partner organizations.
- Conduct environmental scans and literature reviews, obtain and analyze data, studies and information that may impact legislation or other public policies affecting HSA interests.
- Prepare fact sheets, background materials, and position papers for the elected officers, activists, and staff of HSA.
- Provide strategic advice on advocacy strategies for HSA.
- Design and conduct research projects that will support HSA's strategic objectives and improvements in public health care services.
- Interact and collaborate with academic researchers and other partners.

QUALIFICATIONS & REQUIREMENTS

- A graduate-level degree in a relevant field with course work in research methods.
- A minimum of five years of recent related experience, or the equivalent combination of education and experience.
- Experience with unions is an asset, as is good knowledge of the current political, economic and social conditions that impact the health system and the union's collective bargaining strategies.
- Knowledge of how health care work is organized at a regional and provincial level is an asset.
- Strong quantitative and statistical research skills, and the ability to understand, monitor, and analyze social and economic trends and statistics.
- Skilled in presenting and explaining complex information to diverse groups, including media.
- Excellent written and oral communications skills.
- Demonstrated ability to provide accurate work under tight deadlines.
- High-level judgment and sharp strategic thinking.
- Adapts quickly to demands of campaigns and projects.
- Strong interpersonal skills with the ability to build and maintain positive relationships.
- Ability to exercise considerable independence of judgement.
- A background in health policy is an asset.

Salary Range: \$111,079.28 to \$127,932.69 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-RPA-R0526** and position title in the subject line.

Closing Date: May 31, 2026

No phone calls please.

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