

The City of Brampton is the ninth largest city in Canada and the fourth largest in Ontario. It has been identified as a designated growth centre; with an existing diverse population of over 530,000 residents and is estimated to be over 800,000 by 2031. Brampton is expected to lead economic growth in Peel over the next two decades, attracting the bulk of employment forecasted in the region. The Brampton economy, home to over 8,500 businesses, has been projected to attract approximately 120,000 net new jobs by 2031, for an estimated total of 290,000 people working in Brampton-based businesses.

Brampton has evolved from a small town into a major urban entity on the national stage. As growth continues, the City will strive to maintain and improve its high standards of service and respond to challenges and opportunities such as growth management, infrastructure maintenance and environmental stewardship. Brampton prides itself on its inclusive approach, a focus on organizational health and serving a diverse community.

Due to recent changes in City's organization and its need to respond to the growth demands, the City is recruiting for a number of key leadership roles.

Your Opportunity to Make a Difference

As the **Manager, Labour Relations** you are a seasoned labour relations professional and leader who is guided by strong values and ethics to provide policy and labour relations services related to collective bargaining, disputes resolution and legislative compliance. You are committed to building collaborative relationships with stakeholders, partners and staff at all levels in order to move forward our new strategic plan while ensuring that we continue to provide exceptional service to our diverse community.

Under the direction of the Executive Director, Human Resources, you will be responsible for the overall strategic management, direction, and operation of the Labour Relations Section. This will include: driving labour relations strategy; providing strategic advice on legislation, policy, trends, case law, collective agreement interpretation and other labour relations issues; acting as Chief Spokesperson for collective bargaining and chairing bargaining teams; advising on mediation and/or conciliation; leading and participating in labour management committees; business continuity planning as it relates to labour relations issues; attending executive leadership and council meetings as required and preparing reports and presentations on key labour relations issues.

KEY QUALIFICATIONS

- **Education:** Post-Secondary degree or diploma in Labour Relations, Business Administration, Human Resources Management or a related field and/or the equivalent background and experience.
- **HR/Labour Relations Experience and Knowledge:** Proven track record of success as a leader in human resources and labour relations and in areas including contract negotiations and interpretation, grievance administration/disputes resolution and tribunal experience. Demonstrated experience working in a large, unionized environment. Working knowledge of relevant employment and labour law and precedents and human resources theory and practice.
- **Leadership:** Demonstrated leadership experience managing a team of professionals. Strong leadership skills, including the ability to direct, motivate, evaluate, and recognize staff; proven ability to share skills and knowledge with others; experience in all components of human resource management.
- **Critical / Strategic Thinking:** Ability to think and act strategically in a public sector environment, including the ability to conceptualize and anticipate future trends and use critical legal thinking ability.
- **Negotiations & Influencing:** Demonstrated ability to negotiate and influence diverse stakeholders regarding challenging organizational issues.
- **Relationship Management:** Ability to establish and maintain effective working relationships with union representatives, subordinates, co-workers and with a range of other stakeholders at all levels.
- **Client Service:** Ability to identify, understand, and meet/exceed the requirements of diverse internal and external customers; excellent problem-solving, decision-making and time management skills.
- **Communications:** Excellent written and oral communication and presentations skills with a solid track record of speaking in public forums.

To explore this opportunity please apply online via email **by November 14th, 2015 to careers@waterhousesearch.ca quoting project COB-MLR** in the subject line. Should you wish to speak to our Executive Recruiter please contact Jon Stungevicius at 416-214-9233 or via email at jon@waterhousesearch.ca.