

Recruitment Details

The City of Winnipeg is a vibrant and dynamic organization with many opportunities!

We offer a diverse and welcoming work environment that delivers quality services to our citizens.

Sr. Manager of Labour Relations & Total Rewards

HR Services

Posting No: 118007

Closing Date: June 3, 2019

Job Profile

Reporting to the Director, Human Resource Services, the Senior Manager of Labour Relations & Total Rewards provides leadership, best practice advice, city wide program & design, and strategic planning for the Labour Relations, Compensation and Classification, and Employee Benefits program. This leadership role is part of a professional HR team supporting all City Departments and nearly 10,000 employees and leaders at the City of Winnipeg. Working closely with executive and senior management at the City of Winnipeg this role is foundational to the future positioning of the City as it relates to labour management and our ability to attract and retain good staff in the future.

As the *Sr. Manager of Labour Relations & Total Rewards* you will:

Program Leadership

- Develop the Labour Relations, Benefits, and Compensation & Classification strategy for the City of Winnipeg in partnership with the Director or Human Resources, and City of Winnipeg Chief Executive Offices.
- Be responsible for the oversight, and implementation of compensation, job design, employee benefits and LR program offerings for City of Winnipeg.
- Manage the relationship and represent the City of Winnipeg as primary contact with third party providers and vendors in related areas of responsibility.

Labour Relations:

- Act as the lead negotiator representing the City of Winnipeg during collective bargaining with our 8 Union partners, working closely with executive team, Mayor and council.
- Lead grievance and arbitration processes including using arbitral jurisprudence, interpreting and using case law, legislation, policy and practice to determine approach.
- Assess and provide LR opinion to senior leaders and local HR teams on anticipated success and or failure of cases to ensure the best use of civic funds/ resources
- Remain current on trends, legislation changes, policy and best practice to protect the organization, and maintain relevant practices within the organization
- Create and recommend policy that meets legislated standards and is easy to understand and implement across City of Winnipeg departments
- Negotiate union settlements, agreements and triparty agreements
- Lead complex and sensitive investigations and workplace reviews such as respectful workplace, whistleblower, human rights, employment standards, professional conduct, discipline, and court/ arbitration.
- Represent the City of Winnipeg and provide expert advice and direction on workplace dispute resolution with an in-depth understanding of the full impact of decisions and recommendations made to executives, management and human resource staff.
- Lead collective agreement interpretation and applications for the City with a team of labour specialists providing expert level advice to human resource staff, department managers, and the City of Winnipeg executive.

Total Rewards, Compensation & Classification, and Employee Benefits:

- Work with WCEBP, City of Winnipeg Management, and Unions on pension matters. Have knowledge of pensions and retirement programs and provide oversight, schedule and is part of regular reviews along with executive management.
- Represent the City in the review, costing, negotiation, and recommendation of a full benefits package offered to all City of Winnipeg staff and elected officials.
- Manage, assign, and resolve escalated benefits cases in accordance with relevant policy, resolution procedures, and organization policies and practices.
- Lead the review, assessment and recommendation of City of Winnipeg pay and base pay programs to ensure our labour market competitiveness
- Manage and resolve escalated compensation (base pay and classification) cases in accordance with policy, organization values, employment standards and best practice

Your education and qualifications include:

- Degree related to HR in Commerce, Labour Studies, Social Science, Industrial Relations and/or a combination of post-secondary education with a second related certificate.
- 7 years' experience leading Labour Relations with a large complex organization, with 5 years' experience as Chief Negotiator, leading arbitration, working with executives to establish bargaining mandate, and providing leadership on strike preparation and contingency, and avoidance planning.
- Minimum 3 years previous experience leading employee rewards and pensions, including experience with compensation, classification, and benefits strategy experience.
- 3 - 5 years' experience managing, directing and leading a team of professional staff. Develops capacity in team members by creating learning plans to ensure competency and succession planning for the organization.
- CPHR, Industrial Relations, Benefits or other related designation is an asset.
- Exceptional interpersonal skills with the proven ability to build and maintain strong, trusting relationships with all staff, business partners and stakeholders.
- Advanced communication skills with the ability to lead high conflict discussion, deliver difficult messages, and move discussions forward in sometimes contentious situations. Demonstrated facilitation of formal and informal presentations to all levels of staff.
- Ability to provide pragmatic defensible business advice on complex human resource issues in a dynamic, fast-paced work environment and able to work in high stress, high volume, and fast paced environment where priorities can shift and change multiple times daily.
- Business driven with strong financial acumen and an understanding of the realities of publically funded organizations for sustainable program management.
- Proven utilization of metrics to assess work and to improve reporting functions. Ability to partner with Technology teams to determine suitable business systems solution.
- Demonstrated ability to coach and mentor HR professionals, operational leaders, and direct reports to build capacity within the organization.
- Superior mediation, negotiation, and conflict resolution skills and experience.
- Demonstrated political acumen with previous experience working in public sector with elected officials and with senior/ executive leaders.
- Ability to work as part of a team, recognizing the contributions of others, supporting the collective priorities of the immediate LR team and the larger HR community.
- Comfortable working in a contentious sometimes high conflict work environment where professional disagreements or differences can occur regularly.
- Knowledgeable and connected to community and professional interest groups that further the work of the City.

In Human Resources we aspire to be one of the best places to work for those who value public service, have professional integrity, value team work, and make sustainable programming a priority.

Conditions of employment:

- A Police Information Check satisfactory to the employer will be required from the

applicant(s) or successful candidate(s), at their expense.

CORE COMPETENCIES for ALL EMPLOYEES OF THE CITY OF WINNIPEG:

- Citizen & Customer Focus
- Respecting Diversity
- Ethics and Values
- Integrity and Trust
- Results Oriented

How to Apply

APPLY ONLINE, including all documentation listed below:

1. Current resume (**Required**).
2. Cover letter

Applications submitted without REQUIRED documentation will not be considered.

Applications must be received by **4:30 P.M., Monday, June 3, 2019.**

Notes

Online applications can be submitted at <http://www.winnipeg.ca/hr/>. For instructions on how to apply and how to attach required documents please refer to our [FAQ's](#) or contact 311. The City of Winnipeg uses the [Korn Ferry Leadership Architect Competency Model](#) as part of the recruitment process.

The salary range for this position is \$120,049.91 (mid) to \$135,800.75 annually.

We have great benefits and competitive salaries, and we are committed to ongoing learning and career development!

WE SEEK DIVERSITY IN OUR WORKPLACE. INDIGENOUS PERSONS, WOMEN, VISIBLE MINORITIES, AND PERSONS WITH A DISABILITY ARE ENCOURAGED TO SELF-DECLARE.

Only candidates selected for interviews will be contacted. Requests for Reasonable Accommodation will be accepted during the hiring process.