



Maple Ridge



BOLD BY NATURE DRIVEN BY COMMUNITY CITY ON THE MOVE

HUMAN RESOURCES ADVISOR – EMPLOYEE AND LABOUR RELATIONS

Competition #24-039
Status: Regular Full Time (Exempt)
Department: Human Resources
Salary: \$90,989.69 - \$108,321.06 annually
Closing: Open Until Filled

Come grow with The City of Maple Ridge! Are you a team player with a "can do attitude", excellent communication and customer service skills? We have the perfect opportunity for you!

POSITION OVERVIEW

Imagine being at the heart of a growing City that thrives on community spirit, innovation, and service. That's exactly where you'll find yourself at the City of Maple Ridge! Here, our commitment to fostering an inclusive and supportive environment isn't just a mission statement – it's the way we do things. As a Human Resources Advisor – Employee and Labour Relations, you'll be at the forefront of nurturing this culture, ensuring equitable practices, resolving conflicts, and upholding the highest standards of compliance with labour laws and regulations.

Reporting to the Manager of Employee and Labour Relations, you'll be the go-to resource, providing clarity and insight into legislation, collective agreements, and policies. With empathy, you'll navigate through employee grievances and concerns, analyzing each with care to find resolutions that honour all involved. Your ability to facilitate dialogue and understanding will be essential as you work to find common ground amidst differing perspectives. But your journey doesn't stop there. You'll be an advocate of knowledge, empowering your clients through training and sharing best practices.

THE IDEAL CANDIDATE WILL HAVE

Your journey to this role may have taken many paths. Perhaps you hold a diploma in human resources or a related field, or maybe your experience has been your greatest teacher. With at least five years of experience in a unionized environment, you bring a wealth of knowledge and insight to the table. The position will require a valid Class 5 Driver's License as the role will be supporting stakeholders throughout various facilities within the City.

KNOWLEDGE, SKILLS AND ABILITIES

Your toolkit is as diverse as the community you will serve. With a deep understanding of employment legislation and case law, you'll navigate complexities with ease. Your communication skills – both verbal and written – will be your greatest asset as you engage with stakeholders at all levels.

But perhaps your greatest talent lies in your ability to resolve conflicts with grace and precision. With discretion and confidentiality, you'll handle sensitive information with care, building trust and rapport with every interaction.

In addition, meticulous organization is paramount to this role. Your ability to keep accurate records, track metrics and manage multiple tasks with efficiency will ensure that important information is not overlooked and positively impact decision-making outcomes.

Ready to embark on a rewarding journey with us? Apply now and join our team as a Human Resources Advisor – Employee and Labour Relations

EQUITY STATEMENT

At the City of Maple Ridge, we are dedicated to cultivating an inclusive culture that actively values and embraces diversity. We strive to attract and retain a talented, diverse workforce that is broadly reflective of the community we proudly serve. Accommodations are available on request for candidates taking part in all aspects of the selection process by contacting hrenquires@mapleridge.ca.

WHAT WE OFFER YOU

The City of Maple Ridge is a great place to work with competitive compensation packages that include the Municipal Pension Plan, a strong employee wellness program and the opportunity for professional career growth and professional development. If you want to help shape a growing community in a municipality that strives for service excellence, then this is the position for you.

We thank all applicants for their interest, however, only those under consideration will be contacted.