



Shape a place
where people
want to be

Position Title: Negotiator

Position Status: Full-Time Regular

Department: Regional Employers Services

Employee Group: Exempt

Location: 4515 Central Boulevard, Burnaby

Salary Range/ Wage Rate: Management / Leadership, Level P4B (\$138,719.13 - \$163,194.52 annually) (2024 wage rates)

Our Regional Employers Services Department is seeking a Negotiator who will support local employers by managing multiple bargaining tables and providing advice on administering collective agreements.

You are: a service-oriented labour relations specialist with a proven record of leading multiple rounds of collective bargaining as the spokesperson.

The Negotiator reports to the Division Manager, Collective Bargaining.

This role:

- Plans, coordinates, and prepares for collective bargaining with multiple clients. Works with employers collectively and individually to develop strategic objectives. Negotiates Collective Agreements for member municipalities, various Boards, and fee-for-service clients.
- Works as a technical/specialist resource and provides advice to clients preparing for and conducting collective bargaining. Reviews and interprets the client's collective agreement and guides the creation of proposals to address changes in the law or problems the client has encountered.
- Develops bargaining coordination plans involving multiple clients with the guidance of the Division Manager of Collective Bargaining.
- Drafts proposals prior to bargaining representing the clients' desired approach. Investigates the background of the Employer's concerns and evaluates if the proposed solution is the most effective for resolving the issues encountered.
- Acts as chief spokesperson for the client during bargaining and makes strategic recommendations regarding negotiating with the Union; strategizes to achieve the best possible result for the client.
- Advises clients on the economic and employment related impacts of both the Client's and the Union's bargaining proposals and makes recommendations.

- Advises clients of the impact of proposals on other member municipalities and the effect that settlements can have on other clients and employers in the region.
- Creates new Collective Agreement language that is compliant with the law and clearly articulates what has been agreed to during bargaining. Drafts language in a manner that meets employer goals while considering interpretative issues and regional impacts.
- Manages bargaining and caucus dynamics. Assists in reconciling differing opinions within the employer's bargaining committee and applies a professional approach to managing difficult discussions with the unions; coaches team members on effective and productive conduct at the bargaining table and other proceedings.
- Represents clients at third party proceedings including mediations, arbitrations, and Labour Relations Board hearings and makes arguments based on sound research and analysis.
- Provides labour relations advice and guidance on difficult or problem situations and supports decision-making by clients
- May develop and deliver training workshops on collective bargaining and labour relations issues to clients.
- Identifies and collaborates in the development of information management and communication tools in support of bargaining.
- May train, supervise and mentor junior staff.
- Consults with the Division Manager, Collective Bargaining on strategic matters and identifies areas of risk or opportunity; develops action plans to meet the best interests of the department or organization.
- Performs other related duties as required.

To be successful, you have:

- 5-10 years of recent, related, progressively senior experience supplemented by a Bachelor's Degree in Commerce, Industrial Relations, Human Resources or related discipline; or an equivalent combination of training and experience.
- Sound experience as a spokesperson for Collective Bargaining and representing the employer in mediations, arbitrations, and Labour Relations Board hearings.
- Extensive knowledge of best practices for collective bargaining involving multiple clients and unions.
- Expert knowledge of relevant legislation and regulation such as the Labour Relations Code, Employment Standards Act, and the Human Rights Code.
- Ability to work under broad direction without formal guidelines or precedent and use a high degree of independent judgment to provide advice to clients on issues of significant consequence.
- Ability to build and maintain effective working relationships with internal and external contacts under circumstances that may be highly politicized and sensitive.
- Ability to establish clear expectations and effectively resolve differences in sometimes highly adversarial situations; strong ability to effectively deal with disagreements and prevent the escalation of conflict.
- Excellent oral and written communication skills, including the ability to effectively listen, persuade others, and resolve complex problems; comprehensive experience writing and revising collective agreements.
- Ability to meet timelines and objectives and demonstrates persistence in overcoming obstacles.
- Demonstrated ability to identify areas of opportunity or risk and propose solutions to resolve issues in the best interest of the client, department or organization; understands and evaluates the long-term impact of decisions.

- Ability to analyze and interpret complex issues where considerable variation in interpretation is possible.
- Designation as a Certified Human Resources Professional is preferred.
- Proficiency using Microsoft Office programs including Word, Excel and Outlook.
- Valid B.C. Class 5 Driver's License.

Our Vision:

Metro Vancouver embraces collaboration and innovation in providing sustainable regional services that contribute to a livable and resilient region and a healthy natural environment for current and future generations.

Metro Vancouver employees proudly serve the region and demonstrate the behaviours and attributes of six leadership competencies: Accountability, Adaptability, Building and Nurturing Relationships, Communication, Continuous Learning, and Strategic Thinking and Action.

At Metro Vancouver, we are committed to cultivating a diverse, safe, equitable, and inclusive work environment for all. We strive to attract and retain a talented, diverse workforce that is reflective of the region we serve. If an accommodation is required during the recruitment and selection process, please contact careers@metrovancover.org for support. Learn more about our commitments to diversity, equity, and inclusion [here](#).

Please follow this link <https://metrovancover.org/about-us/careers> to our Careers page where you can submit your application by March 24, 2026.