

Labour Relations Advisor

The City is seeking an experienced Labour Relations Advisor to join our dedicated HR team.

Job Status: Full -time Temporary

Division: Corporate Services

Department: Human Resources

Union: Non-Union

Salary: \$85,940.40 - \$108,781.40

Vacancies: 1

Closing Date: April 17, 2026

About the City of Sarnia

Located at the mouth of the St. Clair River on the shores of Lake Huron, the community of Sarnia is known for its breathtaking waterfront, pristine beaches and beautiful parks system. Situated on the American border, just a short drive from London, Ontario, the community boasts a host of recreational opportunities, state-of-the-art healthcare, a vibrant cultural scene, and excellent education paired with a high standard of living and mild climate.

Ranked one of the most affordable medium-sized cities in Ontario, Sarnia, with its 72,000 residents, is home to over 1,000 acres of parkland and 40 km of trails in addition to 4 golf courses, 16 art galleries, 6 museums, and 3 theatres across the County.

The Role

Under the general direction of the Manager, Human Resources, the Labour Relations Advisor provides strategic guidance and professional support to all City departments on a wide range of human resource matters, including labour relations, disability management, attendance, and accommodation. The role delivers expert advice on legislation, collective agreements, and corporate policies while proactively managing accommodation requests, disability cases, return-to-work processes, and mental health initiatives to promote a healthy, inclusive, and productive workplace.

Qualifications

- Honours degree in Human Resources or a related field, plus a minimum of four (4) years of related work experience within a unionized environment preferably in a municipality; or an equivalent combination of education, training and experience.

The Candidate

The successful candidate should possess the following experience, knowledge and competencies:

- Strong HR background with extensive labour relations experience dealing with grievances, discipline, and investigations;
- Thorough knowledge of applicable employment legislation, regulations, standards and practices;
- Thorough knowledge of human resource functions, disability and attendance management;
- Experience working in Human Resource Information Systems (HRIS);
- Strong interpersonal and analytical skills;
- Judgement and sensitivity to issues and ability to keep information strictly confidential;
- Excellent written and verbal communication and active listening skills with ability to build partnerships and collaborative relationships with people both inside and outside the organization;

Why Work With Us

It's an opportunity to work in a dynamic and collaborative environment where your organizational skills, attention to detail, and professionalism will be highly valued.

For temporary employees, the City offers competitive salaries, access to our Employee & Family Assistance Plan (EFAP), and the option to enrol in the OMERS (Ontario Municipal Employees Retirement System) pension plan.

We are an organization focused on the health and well-being of our employees, including a priority on work-life balance delivered through a unique earned-day-off package in addition to vacation time offerings.

We are an inclusive and equitable Corporation that encourages applications from qualified individuals of all genders, persons with disabilities, members of visible minorities and Indigenous persons. Appropriate accommodations will be provided upon request throughout the hiring process as required by the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code. Information received relating to accommodation and diversity will be addressed confidentially.

Personal information is being collected under the authority of the Municipal Act and will be used to determine the qualifications for employment with The Corporation of the City of Sarnia. Questions about this collection should be

directed to the City Clerk, 255 Christina St. N., Sarnia, ON N7T 7N2, 519-332-0330
ext. 3366.

Please note this recruitment is for a current vacancy.

[APPLY HERE](#)