

*Over the past 50 years, Centennial College has transformed itself from a local community college to a worldly institution, with a presence in countries like China, India, South Korea and Brazil. Locally, Centennial offers industry-recognized full- and part-time programs at four Toronto campuses. Its focus has always been on preparing graduates to enter the work force, while teaching students to be leaders. Centennial has worked to build lasting partnerships with local communities, while preparing its graduates to succeed globally.*

## Labour Relations Consultant

### Full Time Permanent

Centennial College is seeking an analytical and proactive expert in labour relations to join their team in the role of Labour Relations (LR) Consultant. Reporting to the Director, Labour Relations & Human Resources Consulting, the LR Consultant provides specialist advice and guidance to College Management in order to interpret and enforce the collective agreements, HR-related College policies and employment legislation, HR programs and processes, and human rights and other interpersonal issues.

Your demonstrated communication and interpersonal skills will be put to use in managing the grievance process and other conflict resolution processes. You will use your credibility and consulting skills to communicate tactfully with managers, employees and their bargaining representatives to resolve issues, developing a rapport and trust with each group to strengthen your ability to deal with issues as proactively as possible.

As a proven problem solver, you will use your planning, time-management, and project management skills to identify trends and problem areas to provide practical, long-term solutions. Additionally, your experience working in a team environment will help you promote positive relationships and support projects relating to other HR functions within the Human Resources Department.

### QUALIFICATIONS

- Degree in Law, Industrial Relations and/or equivalent combination of related education and experience
- 3-5 years progressive related work experience in a unionized environment including handling grievances, negotiating with Union Representatives and Collective Agreement administration
- Ability to analyze complex labour related issues and negotiate and implement an appropriate response
- Thorough knowledge of the Ontario Human Rights Code, Employment Standards Act, Labour Relations Act, Occupational Health & Safety Act, etc.
- Experience, knowledge and understanding of diversity issues and with investigating and resolving conduct related issues including Human Rights complaints
- Alternate Dispute Resolution (ADR) certificate and / or CHRP designation would be an asset

### HOW TO APPLY

To indicate your interest in this position, please submit your cover letter and resume to [centennial-LR@hrassociates.ca](mailto:centennial-LR@hrassociates.ca) by January 30<sup>th</sup>, 2019. For more information about the position or if you require an accessibility accommodation, please contact Geneviève Roots at [genevieve.roots@hrassociates.ca](mailto:genevieve.roots@hrassociates.ca) or call 416-237-1500 x. 236.

*Diversity, equity and inclusion are fundamental to our mission to educate students. We are committed to education that places strong emphasis on global citizenship, social justice and equity. We live this value through the strength and richness that diversity brings to our workforce and welcome contributors from equity groups including: Indigenous Peoples, Visible Minorities, Persons with Disabilities, Lesbian, Gay, Bisexual, Transgender and Queer persons.*