

Employment opportunity: Manager, Training and Development



Are you an experienced manager interested in working for a progressive health care union with a large and diverse membership, and a broad social justice mandate?

The Hospital Employees' Union (HEU) is looking for an experienced individual, with a background in human resources and training to fill the position of **Manager, Training and Development** at its provincial office in Burnaby, British Columbia.

The Manager of Training & Development plans, develops, implements, and administers development and training programs. This includes evaluating the union's internal internship program and the needs of the staff. The Manager works closely with the Coordinators and Managers regarding new employee orientation, staff development, and performance feedback. The Manager works with the leadership team to apply an equity lens to enable access, diversity, equity, and inclusion on a union-wide level.

The position works closely with the union's leadership team and reports directly to the Coordinator of Human Resources. The Manager works with the Coordinator of Human Resources on recruitment and workplace policies.

Qualifications and Experience

- At least three years of related progressive supervisory or management experience in a unionized multi-site environment, or an equivalent amount of education and experience.
- Demonstrated ability to take initiative and work efficiently and collaboratively in a team-based environment.
- Excellent interpersonal skills, and a highly developed capacity to relate with empathy, diplomacy, and tact to a diverse group of people inside and outside of the organization.
- Demonstrated experience working with diversity, equity, and inclusion programs.
- Ability to easily develop effective relationships across a complex organization.
- Experience developing and implementing staff development programs.
- Effective time management, organization, and prioritization skills.

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- Strong problem-solving, critical thinking, and coaching skills.
- Ability to articulate information clearly and concisely with the ability to frame it according to the receiving target audience.
- Proficient in the use of the Microsoft Office suite of applications.
- On-call responsibilities may be required to work evenings, nights, and weekends.
- The position can be stressful due to the management of competing interests.
- A BC driver's license, vehicle, and occasional travel throughout the province are required.

This is an exempt position excluded from union membership. HEU offers a competitive salary and generous vacation and benefit provisions, including a defined benefit pension plan.

About HEU

Since 1944, the Hospital Employees' Union has advocated for better working and caring conditions, defended public health care, and stood against privatization. We have a long history as a strong, democratic, progressive, socially conscious union committed to social justice and advancing labour and human rights on a local and global level. We identify and challenge historical and systemic inequities and hear, respect, serve, empower, and advocate for each and every member. Together we fight for fairness, solidarity, equity, inclusion, and understanding, knowing that our members' economic security depends on our success.

HEU is an equal-opportunity employer. We are committed to being a workplace that is free from discrimination, values diversity, and is representative of the communities we serve.

Interested in working with us? Here's how to apply.

Please send your resume and cover letter by June 30, 2023, to:
Jobapplication@heu.org (subject line: Manager, Training & Development, Your Name).

Although we appreciate your interest in working with us, please note that due to the volume of applications, we will only be responding to those who are selected for an interview.