

Research and Policy Analyst Employment Opportunity Hospital Employees' Union: Research and Policy Analyst



Are you a skilled researcher 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 to fill a one-year temporary position.

Reporting to the Director of Research, the **Research and Policy Analyst** supports the union's collective bargaining efforts, policy work, and campaigns. The position is based in Burnaby, British Columbia.

The Role

You will conduct research on workplace issues, health policy, and other matters relevant to the interests of the union and its members. You will prepare research reports, briefing documents, policy submissions, and economic and statistical analyses related to collective bargaining.

Qualifications and Experience

- You have a good understanding of how different experiences, social locations, and power dynamics affect workers, and how to incorporate workers' perspectives into your analyses and research design. You are skilled in presenting and explaining complex information to diverse groups.
- You will represent the union on provincial-level policy and research committees organized by employers, government, educators, and community partner organizations.
- The position requires experience with the use of interviews and focus groups to collect data as well as familiarity with statistical methods and working with data sets.
- Experience with unions is also an asset, as is good knowledge of the current political, economic, and social conditions that impact the health system and the union's collective bargaining strategies.
- It is beneficial to have knowledge of how health care work is currently organized at a regional and provincial level and to understand the impact of changes in work organization and privatization. You have experience working with marginalized groups and community organizations, and a commitment to progressive social change.
- Although this job is not an academic job, you are able to interact and collaborate with academic researchers. You have excellent written and oral communications skills, and a demonstrated ability to provide accurate work under tight deadlines.
- You can adapt quickly to the union's policy and research needs as they unfold and evolve. You are capable of exercising considerable independence of judgement within the parameters of the union's research program.
- Collaboration and teamwork within the union's research department and with union members and staff is an essential aspect of this role.
- Candidates must have a graduate degree in the social sciences with coursework in research methods or an equivalent combination of training and experience.

This is a unionized position and terms and conditions of employment are set out in a collective agreement. The normal work week is 8:30 a.m. – 5 p.m., Monday to Friday, on a nine-day fortnight, with a competitive salary, generous leave provisions, and a defined benefit pension plan. This is a hybrid office/work-from-home position requiring staff to be in the office 2-3 days a week. The Research Analyst may be required to work evenings and weekends and must have the ability to travel occasionally. A valid driver's license and access to a vehicle are requirements for the role.

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 of 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 4 PM on September 15, 2023, to:
Jobapplication@heu.org (subject line: Research and Policy Analyst, Your Name).

Please note that although we appreciate your interest, due to the volume of applications, we will only be responding to those who are selected for an interview.