

Employment Opportunity

Coordinator of Policy and Planning



Are you an experienced senior leader who is 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 is looking for a motivated and passionate individual to fill the senior management position of **Coordinator of Policy and Planning**.

The Coordinator reports directly to the union's Secretary-Business Manager (CEO) and holds a regular full-time position based out of HEU's provincial office in Burnaby.

The Coordinator is responsible for advancing the union's policy agenda and overseeing the development of comprehensive and consistent organizational responses to policy developments and emerging issues impacting HEU members.

The Coordinator provides supervision and leadership to the Director of Communications and the Director of Research, and they work closely with the senior staff team as well as the union's elected Provincial Executive. The Coordinator collaborates with various stakeholders to ensure that the union's policy positions are broadly understood and consistently delivered to internal and external audiences.

Implementation and ongoing evaluation of the union's strategic plan is a key aspect of this position's responsibility. The Coordinator facilitates the development and implementation of the union's social justice campaigns as they relate to the strategic plan. This work involves building and maintaining strong government relations, as well as relationships with labour and community allies in accordance with the union's strategic objectives and social justice principles.

Leadership profile:

- Applies a collaborative style to implementing the plans and directives of the Union's officers.
- Inspires excellence with creative and thoughtful leadership.
- Demonstrates superior written and oral communication skills.
- Consistently presents a full range of ideas and possibilities to strategic discussions.

- Anticipates opportunities to advance the union's agenda and exhibits solid political judgement.
- Trouble shoots sensitive political situations.
- Manages complex relationships in a diverse environment.
- Promotes equity in all aspects of the union's work.

The candidate must have the following experience:

- Government relations.
- Leading the development and implementation of a progressive policy agenda.
- Working in a senior role in the labour movement.
- Building solidarity in the labour movement.
- Building community alliances.
- Working with governance structures.
- Implementing strategic plans and evaluating the outcomes.
- Providing leadership, coaching, mentoring, and supervision to staff and members.
- Leading professional staff in a unionized setting.

Compensation is competitive with generous vacation time and benefits, including a defined pension plan. This position may be required to travel or work outside of standard hours and on weekends. A vehicle and a valid BC driver's license are preferred.

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 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, 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. HEU recognizes applications from members of historically marginalized groups: 2SLGBTQ+, Indigenous, Black, people of colour, people with disabilities, young workers, and those who identify as women.

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

Please send your resume and cover letter by **5 PM on October 20, 2023**, to: mjohnson@heu.org (subject line: Coordinator of Policy and Planning, 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.