



Shannex has an exciting opportunity for an Inhouse Legal Counsel - Labour and Employment. Reporting to the General Counsel, the successful candidate will be a member of our Senior Management Team, will act as a legal consultant to our Operational leaders on all Labour and Employment related matters, and provide support to other members of the Human Resources team. You will also act as Chief Negotiator for the organization on collective bargaining and lead the development of a comprehensive labour strategy for the company.

### **Who We Are...**

With approximately 4000 employees, Shannex is a family-owned Canadian company based in the Maritimes. With over 30 years of experience creating better ways to deliver seniors living and long-term care communities throughout Nova Scotia, New Brunswick and Ontario, Shannex offers a continuum of lifestyle options under our flagship brands Parkland™, Shannex™ and Faubourg du Mascaret™.

### **Who You Are...**

As the successful candidate, you have at least five years of experience practicing in the field of labour and employment law or some combination of labour and employment with administrative law and/or litigation. You are experienced in collective bargaining, advising on the interpretation of collective agreements, and applicable labour laws (legislation and case law). You are also experienced in providing legal advice on employment law matters, employment contracts and human resources issues (e.g., performance, discipline, and termination). Additional responsibilities include managing arbitration and litigation matters, representing the company at arbitration hearings, development of employment policies and procedures, and leading a team of labour relations and human resources specialists.

This role requires a high level of interaction with our operational leadership and Union representatives, and the ability to work collaboratively to resolve complex and challenging labour relations issues in a fast paced and high intensity environment. If you are looking for an opportunity to join a dynamic and growing team in a fast-paced work environment, we look forward to hearing from you.

### **Our Expectations of You...**

- Earned a JD/LLB degree and admitted to at least one provincial bar (NS, NB or ON).
- Possess a minimum of 5 years experience practicing law in at least one of the following areas: labour and employment; administrative law; professional regulation and/or litigation.

- Experienced with advocacy including conducting arbitration hearings, administrative tribunal hearings, or civil litigation matters.
- Experienced with negotiating matters to resolution, preferably in a labour and employment context, and including collective bargaining.
- Able to travel within NS, NB and Ontario as required
- An effective and efficient communicator both verbally and in writing, and can articulate information to individuals or groups effectively
- Remain current with provincial and federal employment legislation, and benefit legislation.
- Experience working in the private sector, leading collective bargaining and managing a team would all be considered as assets

### **What We Offer...**

- A unique opportunity a unique opportunity for a business-minded lawyer to join a group of leading practitioners
- An opportunity to lead and to set the industry standard
- A competitive compensation package with leading pay for performance incentives based on sales and new growth initiatives and employer RRSP (matching)

*Great People is a core value at Shannex based on the belief that our team members are the spirit and foundation of the organization. Shannex is committed to offering the best environment for team members where everyone takes pride in their work and in the organization. Our colleagues are committed to service excellence and are supported with opportunities for personal and professional growth. We are building a culture that supports balance between work and personal life.*

**If you are looking for an opportunity to grow your career and make your mark in a rapidly growing organization please submit your application, stating your salary expectations. We look forward to hearing from you!**

<https://www.shannex.com/about/about-shannex/>

All applications are kept in strict confidentiality.

Only those selected for an interview will be contacted.