



Health Association Nova Scotia (HANS) is a not-for-profit, non-government, membership-based association with 60 years' experience in providing exceptional human resource shared services, innovative clinical engineering solutions, policy support and expertise our customers can count on. Serving more than 130 organizations across Nova Scotia, we are officially recognized as one of Nova Scotia and Atlantic Canada's Top Employers. We make a positive contribution to the health system of Nova Scotia by working collaboratively to promote health system improvements and by providing our members with responsive, value-added programs and services. **As an employer committed to employment equity, we encourage applications from applicants who self-identify from diverse communities and/or backgrounds.**

2 Positions with the Labour Relations Team

HANS Labour Relations Team have been providing specialized labour relations services to health authorities and other health related sector members (eg. Nursing Homes, Home Support, Residential Care Facilities) for fifty years. We work on an all-inclusive annual fee model which supports strong long term client relationships and strives for a healthy work-life balance. Our Labour Relations group provides representation and advice to our member clients on a full range of labour relations and related legal matters including:

- the negotiation of collective agreements and essential services agreements,
- representation before labour arbitration boards and other labour related quasi-judicial boards, and
- consultation and assistance in contract interpretation, grievance handling and other related labour relations day to day issues.

We also lead and/or participate in provincial committees and forums and seek opportunities to provide strategic influence to bring about effective outcomes for the broader system.

The ideal candidates will have a minimum of five years' experience practicing in the area of labour law including demonstrated skills in client relations, collective bargaining and labour arbitration representation. Previous experience working with public sector clients would be an asset.

We are open to finding exceptional candidates that are a good fit that may have demonstrated experience and expertise in only some of the above areas and/or have transferable skills. Examples may include, but are not limited to:

- Lawyers with general litigation experience
- Individuals who have varied experiences in labour relations including successfully leading and project managing complex collective bargaining processes (not necessarily lawyers)

Salary is commensurate with qualifications and experience. Health Association Nova Scotia is located in Bedford Nova Scotia and offers a competitive salary and benefit package. Travel within the province may be required. Flexible work arrangements are available including hybrid and work from home.

Application Deadline: Sunday May 7, 2023

Start Date: ASAP (negotiable)

Qualified applicants are invited to submit their resume and covering letter in confidence to:

hanslrca@healthassociation.ns.ca

c/o Allison McGrath, LL.B.

Director of Labour Relations & Compensation Analysis

Health Association Nova Scotia

HANS thanks all applicants for their interest; however, only those selected for an interview will be contacted.