

Advertisement Content

Permanent Time Type Full-Time

Hiring Range \$129,842 – 162,303

The University of Waterloo (Waterloo) seeks an experienced and talented faculty relations professional to join its newly established Faculty Planning and Policy Office. This is an exciting opportunity to join one of Canada's well-respected universities in the role of Director, Faculty Relations (Director).

The University of Waterloo (Waterloo) is the number one University in Canada for experiential learning and employer-student connections, with more than 42,000 students attending each year. With a global network spanning more than 220,000 alumni in 151 countries, Waterloo attracts world-class scholars including a Nobel Laureate.

With campuses, education centres, and academic partnerships spanning the globe, Waterloo is shaping the future of the planet and has developed a reputation for the excellence and relevance of its undergraduate and graduate education, delivered through six faculties: arts, engineering, environment, health, mathematics, and science. Waterloo continues to spur innovation to solve problems on a global scale and has consistently ranked highest as Canada's most innovative university by Maclean's magazine.

The newly established Office of the Associate Vice-President, Faculty Planning and Policy supports faculty in delivering on the University's mission. Reporting to the Associate Vice-President, Faculty Planning and Policy, the Director, Faculty Relations is responsible for providing strategic advice, expertise, and guidance to University and Faculty Leadership on a wide range of matters, including recruitment processes, academic job postings, employment agreements, tenure and promotion, and sabbaticals.

The position is also responsible for analyzing trends in and establishing best practices for faculty relations issues and providing expertise and guidance in matters of faculty discipline, grievances, and arbitrations. The Director is the University lead for faculty compensation negotiations, FAUW Memorandum of Agreement (MOA) interpretation, application, and compliance and is the primary contact for Faculty contract and compensation negotiations. The Director provides expert advice and establishes best practices for faculty relations issues pertaining to grievance/arbitration and investigates alternate approaches to conflict resolution and problem-solving methodologies.

The inaugural Director serves as the principal resource for University Leadership, Deans, Chairs, and employees working with Faculty in responding to faculty related questions and queries and prepares reports and communication on faculty relations matters.

In helping to develop the Office of Faculty Planning and Policy, the Faculty Relations Director will analyze existing academic policies and guidelines in order to recommend and support developing and/or updating new policies and guidelines. Working in partnership with the Office of the Provost, Legal and Immigration Services, the University Secretariat, and Human Resources, the Director ensures that faculty relations activities are coordinated and

escalated to University Leadership as required.

Training and development are an integral part of the role and the Faculty Relations Director develops and delivers programming and resource materials for Faculty, Academic Administrators, and Staff pertaining to academic processes and the academic life cycle. The Director leads and serves on University Committees, as required, and supports the Associate Vice-President's committee work related to the Faculty MOA.

The Director of Faculty Relations will possess:

- University degree (Business Administration, Industrial Relations or Human Resources) or equivalent work experience in a related field;
- Master's degree or LLB with specialization in Labour Law is strongly preferred;
- 8-10 years of progressive experience in the post-secondary education sector, with a strong background in Faculty/Labour Relations with extensive experience managing collective agreements, academic processes and the academic life cycle;
- Significant experience managing and developing staff;
- Significant exposure to academic life cycle processes;
- Outstanding communication skills for negotiating and resolving conflict with high levels of tact and diplomacy;
- Demonstrated ability in the areas of compensation negotiations, arbitration and labour dispute;
- Significant exposure to conflict and human rights, dispute resolution, policy development and demonstrated experience with ADR techniques;
- Sound judgement and excellent decision-making skills;
- Ability to build and foster relationships with employee group representatives and management stakeholders;
- Deep knowledge of grievance and arbitration processes.

If you're interested in this opportunity, kindly **submit your application online** at: www.kbrs.ca/Career/17798. For additional information, please contact Amorell Saunders N'Daw at asaundersndaw@kbrs.ca or Bola Moradeyo at bmoradeyo@kbrs.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Waterloo is committed to implementing the Calls to Action framed by the Truth and Reconciliation Commission. We acknowledge that we live and work on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Waterloo is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on each side of the Grand River.

Waterloo values the diverse and intersectional identities of its students, faculty, and staff. Waterloo regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. Waterloo

seeks applicants who embrace our values of equity, anti-racism, and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as First Nations, Métis and/or Inuk (Inuit), Black, racialized, a person with a disability, women and/or 2SLGBTQ+.

If you require accommodation in order to participate as a candidate in the recruitment process, please contact accommodate@kbrs.ca or communicate your needs to the recruitment professionals named in the job advertisement.