



Manager, Employee Relations

Western Stevedoring is a Western Group enterprise, a diversified and integrated group of marine logistics companies committed to the success of our people, our customers and our communities, to sustain and grow Canada's trade economy for the benefit of all Canadians. Our role in Canada's supply chain is essential. It's a responsibility and a privilege, one that inspires us to deliver expert solutions that help move cargo and people across the globe for our customers reliably, safely, and professionally.

Over the past 73 years, Western Stevedoring has come a long way from its humble beginnings as a stevedoring company. While Western Stevedoring, our founding company, is responsible for our stevedoring and terminal businesses, that same company is now diversified into multiple marine logistics sectors through development, acquisitions and joint ventures. This success is attributed to the belief of our shareholders, and to the skilled and dedicated employees the Company attracts and retains.

Western Group is headquartered in North Vancouver with branch offices and subsidiary companies in the Lower Mainland, Prince Rupert and on Vancouver Island.

The Position

This North Vancouver Based position reports to the Director, Human Resources, Administration & Community Relations and supports our management, non-union and union employees in the resolution of complex workplace dynamics. The ability to build successful working relationships with employees and union leadership is pivotal in this role. You bring a natural, people focused, proactive leadership style, and have an innovative approach and successful track record in achieving Company goals.

Responsibilities and Activities:

- Support the continued development of a strong 'people and safety' focused culture
- Support management in resolving a wide range of employee relations initiatives and situations
- Leadership role in workplace employee relations investigations
- Support the administration of grievances and discipline matters
- Be knowledgeable of and provide a sound interpretation of collective agreements
- Key role in effective employee relations communications
- Support the development and delivery of training, knowledge transfer and mentorship opportunities
- Support and ensure legislative compliance for Privacy, Workplace Harassment and Violence Prevention (WHVP) and Canada Labour Code requirements

**Skills & Qualifications:**

- University degree in a related field of study
- Minimum of 5 years employee relations and collective agreement experience; marine preferred
- Thorough knowledge of human resources principles, labour relations methods and processes
- Excellent time management and problem solving skills
- Outstanding written and verbal communication skills
- Customer service oriented attitude
- Critical thinking and sound judgement skills

Benefits of Working for Western Group:

- You will be joining a team of skilled professionals and working in an environment where you will learn every day
- We offer a competitive compensation and benefits package
- Professional development and career growth opportunities
- On-site fitness facility and free parking
- Working for an essential and successful West Coast marine logistics company

To Apply:

If you are looking to broaden your horizon and are committed to making a difference, we'd like to meet you. Please forward your resume to hr@westeve.com. To learn more about our operations and company culture, mission and vision, please view our website at www.westeve.com. An equal opportunity employer.