

## York University Assistant Vice President, Labour Relations

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York University recognizes that many Indigenous Nations have longstanding relationships with the territories upon which York University campuses are located that precede the establishment of York University. York University acknowledges its presence on the traditional territory of many Indigenous Nations. The area known as Tkaronto has been care taken by the Anishinabek Nation, the Haudenosaunee Confederacy, and the Huron-Wendat. It is now home to many First Nation, Inuit and Métis communities. We acknowledge the current treaty holders, the Mississaugas of the Credit First Nation. This territory is subject of the Dish with One Spoon Wampum Belt Covenant, an agreement to peaceably share and care for the Great Lakes region.

Bold, ambitious, and global: these are but a few words that capture the essence of Canada's 3rd largest university, a university offering students access to a research-intensive and high-quality teaching and learning environment committed to driving positive change. With three campuses in the GTA—one of the most vibrant and multicultural regions in the world—[York University](#), host to a diverse and dynamic community of 53,000+ students and over 10,000 faculty and staff, is dedicated to academic excellence and tackling the most pressing issues of our time.

With a distinguished history and a reputation for innovation celebrated both nationally and internationally, this is an exciting time for York University. The University is advancing its strategic priorities through the York U Forward Action Plan, a university-wide initiative designed to drive academic excellence, operational innovation, and long-term sustainability in a rapidly evolving post-secondary landscape. The [Division of Equity, People & Culture](#) plays a central role in supporting this mission by promoting an institutional culture that is forward-looking, high-performing, and founded on equitable and inclusive practices.

Against this backdrop, York University invites nominations and applications for the role of **Assistant Vice President, Labour Relations**. The AVP, Labour Relations will shape the University's approach to collective bargaining, grievance resolution, and employee relations, ensuring fair and effective practices across all faculties and staff groups. They will influence the experience of thousands of employees, cultivate strong relationships with union partners, guide senior leaders through complex challenges, and strengthen organizational culture while advancing decolonization, equity, diversity, and inclusion. To learn more about Labour Relations at York University, visit <https://www.yorku.ca/labour>.

Reporting to the Vice-President, Equity, People & Culture and working closely with the Provost and Vice-President Academic, the AVP, Labour Relations provides expert guidance to senior leaders and leads a skilled team in delivering strategic direction and operational excellence across York University's seven (7) unions and fourteen (14) bargaining units. In this role, the AVP will anticipate and address emerging labour relations issues—including evolving employment trends, equity and inclusion challenges, and the future of work in a post-secondary

context. They will play a critical role in shaping innovative, forward-looking strategies that will ensure the University remains adaptive, resilient, and aligned with its strategic priorities.

### **Qualifications**

Among the qualifications being sought in candidates, the incoming AVP, Labour Relations must have a deep and abiding commitment to advancing reconciliation, equity, diversity, inclusion, and accessibility in all its forms, and be able to embrace change and new ideas while maintaining stability. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the York University environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role:

- A) a graduate degree in a related field; formal dispute resolution training and/or relevant certification preferred;
- B) several years of progressive experience in labour relations, preferably within a university or large, complex, multi-union public sector organization;
- C) several years of management experience, with a proven ability to lead teams through complex negotiations and organizational change;
- D) expertise in Canadian labour and employment law, collective bargaining, grievance management, and conflict resolution;
- E) demonstrated commitment to advancing equity, inclusion, diversity, and anti-racism within a unionized environment; and
- F) exceptional leadership, strategic thinking, communication, and relationship-building skills, with the ability to navigate complex and sensitive issues with integrity and discretion.

### **Compensation and Work Arrangements**

*York's CPM Compensation Framework has a salary grid consisting of 6 or 8 steps (depending on job grade) which is reviewed annually with possible adjustments, and a lump sum Performance Based Recognition Award. Employees will receive the grid adjustment depending on performance, eligible permanent employees may move to the next step of the grid and may receive a lump sum Performance Based Recognition Award at the year end. Visit the [CPM Compensation page](#) on the HR Website to find out more about York's CPM Compensation Program.*

*York is committed to ensuring the way we work serves our diverse community and advances our commitment to Living Well Together, one of the Six Priorities for Action in the University Academic Plan. As part of this commitment, the University has implemented a Hybrid Work Policy.*

*The selected incumbent for this role is eligible for a hybrid work arrangement, which will be confirmed based on operational requirements.*



## **How to Apply**

*The University welcomes applications from all qualified individuals, including, but not limited to women, persons with disabilities, visible minorities (racialized), Indigenous Peoples and persons of any gender identity and sexual orientation. York University is committed to a positive, supportive, and inclusive environment.*

*York University is partnering with BES Executive Search, a firm committed to ensuring that every search mandate engages a pluralistic and intersectional range of candidates. Applicants are guided through what BES calls “The BES Experience”—a thoughtful, candidate-centred process that meets candidates with support and care throughout the search process. **All interested applicants are encouraged to apply by clicking [HERE](#).***

*In accordance with the AODA Act, for applicants living with a disability, accommodations will be provided throughout the search process. Should accommodations be required, please email Jason Murray ([jmurray@bessearch.com](mailto:jmurray@bessearch.com)) and/or Helen Mekonen ([hmekonen@bessearch.com](mailto:hmekonen@bessearch.com)) to notify them.*

*We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.*

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