

October 2, 2025

National Union Representative

Position Title: National Union Representative (NUR)
Component: Government Services Union - PSAC
Employment type: Term up to 12 months (maternity leave replacement)
Linguistic profile: English
Classification: Band 11
Salary: \$125 971\$ to 141 780\$
Group: AEU, Unit VIII
Location: Ottawa, On. – Candidate must be prepared to report to the Ottawa office at least twice a week.

Area of Competition:

1. GSU Employees;
2. Employees of the PSAC and other Components;
3. GSU membership;
4. General public;

NOTE:

- Please note that while applicants from other regions are welcome to apply, they would assume the cost and responsibility of relocation if they were successful in this process.
- In keeping with the Collective Agreement between GSU and AEU preference shall first be given to qualified applicants who are employees of the GSU, and, if no qualified applicants are identified, followed by 1) employees of the PSAC and its Components, 2) GSU members 3) the GSU membership and 4) public.

EMPLOYMENT EQUITY

The GSU as an Employment Equity employer encourages applications from equity group members. The preference for this position will be given to a qualified person from one of the following groups: **Indigenous or Racially Visible persons.**

PURPOSE OF POSITION

Reporting to the Director, Representation & Labour Relations, the National Union Representative will be responsible for managing labour relation issues, complaints and grievances and providing advice to members and activists on all matters touching upon human resources and particularly within the field of labour relations. The National Union Representative will work in a complex and fast-paced acute care environment and will provide recommendations to members and activists on a broad range of policies and procedures. The National Union Representative will have deep expertise in the area of employee relations and labour relations and will provide support and advice for complex issues as an expert resource for the organization.

EDUCATION AND PROFESSIONAL QUALIFICATIONS

Post-secondary graduate in labour relations, political science, social sciences, law, legislative studies or a related discipline, or an equivalent combination of education and experience with a minimum of five (5) years' experience in grievance, adjudication and ADR processes, or equivalent relevant experience;

EXPERIENCE

- Extensive experience of at least 3 years within the last 5 years in representing a party in a grievance procedure or before administrative tribunals.
- Experience in problem solving and conflict resolution.

KNOWLEDGE

- Expert knowledge of labour relations;
- Superior knowledge of legal research methodology and mechanisms for alternative dispute resolution;
- Thorough knowledge of the legislation and regulations (Federal Public Service Labour Relations Act (FPSLRA), Public Service Superannuation Act (PSSA), Canadian Human Rights Act (CHRA), Canada Labour Code (CLC II) etc.), various policies, National Joint Council Directives (NJC) & collective agreements that dictate standards and the terms and conditions of employment of GSU members.
- Excellent knowledge of the principles of employment equity, human rights obligations, and issues of accommodation in the workplace.
- Knowledge of adult education and training methods.
- Knowledge & understanding of the GSU By-laws and Regulations including the PSAC constitution.
- Knowledge of the broader labour movement and commitment to trade union principles and social justice issues;

ABILITIES

- Ability to analyze and interpret precedents and jurisprudence related to grievances, judicial reviews, harassment complaints, prepare the file and recommend the referral of grievances.
- Excellent analytical skills *and* ability to synthesize and interpret complex legal issues in order to ensure compliance between legal imperatives, collective agreements, and internal policies and procedures;
- High level of ability to work independently as well as within a team;
- Close attention to detail and ability to meet deadlines;
- Ability to communicate orally and in writing in English and French (*will be assessed*)

PERSONAL SUITABILITY

- Demonstrated strong judgment, problem-solving, conflict resolution, initiative and leadership skills;
- Dependability and reliability;
- Commitment to trade union and equity principles.

APPLICATION

Applicants should send a cover letter (no more than 3 pages) and their resume (no more than 3 pages) detailing how their work experience and qualifications relate to this position as this will provide the basis for screening of applications.

Conditions and benefits, excluding pay rates, as negotiated between the Government Service Union and AEU will apply.

Please send your resume and cover letter in confidence to Dominique Barrette by 4:00 p.m. (ET) on **October 16, 2025, to the following email: barretd@psac-afpc.com**

We thank all interested candidates, however, only those selected for an interview will be contacted.

NOTE:

All applications will be reviewed by a Screening Board. The Board's determination for a written test or personal interview will be based on the contents of the application and, more specifically, qualification for education, professional qualifications and experience will be determined on the contents of the application. It will be the responsibility of applicants to include evidence of demonstrated required qualifications when applying.

Members of the GSU Component should provide their membership number to be considered in the membership level of the competition.

Please advise the Selection Board if you require any technical aids or other accommodation during any stage of the selection process.