



Executive Director

Lead a Once-in-a-Generation Transformation in Public Sector Labour Relations

The Local Government Labour Relations Association (LGLRA) is entering a pivotal period of transformation. Formerly a regional bargaining association, LGLRA is evolving into a provincial, member-owned centre of excellence providing coordinated labour relations and expanded human resources services to local governments across British Columbia.

We are seeking an accomplished executive leader to lead this transition (“a fifty-year-old startup”) and position LGLRA as a trusted, neutral, and financially sustainable partner to municipal employers.

This is a senior leadership role with province-wide impact, supporting fair and consistent labour outcomes, protecting the public interest, and strengthening the capacity of local governments in an increasingly complex labour environment.

The Role

Reporting to a newly constituted Strategic Board, the Executive Director is responsible for the overall leadership, management, and performance of LGLRA. The role combines strategic leadership, labour relations expertise, governance acumen, and entrepreneurial skill.

The Executive Director will:

- Lead the transition from GVLRA to LGLRA, governance modernization and provincial expansion.
- Implement a hybrid operating model (base membership plus opt-in, fee-for-service offerings).
- Oversee coordinated employer bargaining strategies and support Employer Accredited Bargaining Agent Committees (EABACs).
- Expand services beyond bargaining into HR advisory, investigations, compensation and education.
- Ensure the organization remains politically neutral, credible, and trusted by members and unions.
- Build a financially sustainable organization aligned with municipal budget realities.

Key Responsibilities

Strategic & Organizational Leadership

- Execute the LGLRA strategic plan and multi-year roadmap.
- Guide organizational growth from a regional association to a provincial service platform.
- Lead change management initiatives associated with governance modernization and service-model redesign. Translate member needs into scalable, high-value services.
- Translate strategy into operational reality through disciplined planning and project management.

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(formerly Greater Victoria Labour Relations Association – GVLRA)



Labour Relations Leadership

- Provide senior-level advice on public-sector labour relations.
- Support collective bargaining strategy, mediation, arbitration, and grievance processes.
- Maintain constructive relationships with union leadership and member employers.

Governance & Board Support

- Serve as chief advisor to the Strategic Board.
- Support effective governance while protecting confidentiality of bargaining mandates.
- Ensure compliance with bylaws, policies, and the Societies Act.

Service Development & Delivery

- Design, launch and oversee a portfolio of LR and HR services delivered by staff and contractors.
- Establish policies, procedures, and service standards for consistency, quality, and accountability.
- Identify and advance new HR and LR service offerings, shared data, research, and best practices that respond to member needs.

Financial & Operational Management

- Manage budgets, financial reporting and multi-year financial planning.
- Implement transparent, cost-recovery pricing models aligned with member value.
- Lead a small, specialized professional team and manage external contractors as required.
- Create and maintain systems for confidentiality, records management, and secure communications.

Stakeholder & Relationship Management

- Build and sustain effective working relationships with staff, members, Boards, CAOs, elected officials in governance roles, and union leadership.
- Represent LGLRA with credibility and professionalism in politically sensitive environments.
- Act as a neutral convener and credible external representative for LGLRA.

The Ideal Candidate

You are a respected, values-driven leader with experience in public-sector labour relations and demonstrated ability to lead organizations through complexity, transition, and political sensitivity. You bring:

- **Values-based, people-centred leadership** grounded in integrity, respect, and sound judgment, with the ability to lead calmly and credibly in high-stakes environments.
- **Strong analytical, problem-solving, and interpersonal skills**, with the ability to synthesize complex issues and develop practical, defensible solutions.
- **Proven consensus-building capability** in complex, multi-stakeholder settings, balancing competing employer interests while maintaining neutrality, confidentiality, and trust.

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- **Strong strategic execution skills**, translating approved strategy into operational reality, including governance implementation, service launch, and financial sustainability.
- **High ethical standards and accountability**, particularly in the stewardship of confidential bargaining mandates and public-sector resources.
- **Exceptional communication and presentation skills**, with the ability to clearly explain complex labour relations, financial, and governance issues to diverse audiences.
- **Political and organizational acuity**, enabling effective engagement with boards, elected officials in governance roles, senior administrators, and union leadership.
- **Emotional intelligence and professionalism**, with the capacity to manage tension, disagreement, and ambiguity without escalation.
- **Ability to represent the Association as a credible provincial thought leader** on municipal labour relations trends, employer challenges, and workforce sustainability, convening members and sharing insight without engaging in political advocacy.

Qualifications

- A degree in labour relations, human resources, law, public administration, or a related field.
- Five to seven years (5-7) years of progressive senior leadership experience, including executive level accountability, or senior LR/HR leadership with organizational-building responsibility.
- Demonstrated experience building, expanding, or commercializing professional or consultancy-based services in complex public-sector or quasi-public environments.
- Strong financial acumen, including experience with budgets and financial planning, financial reporting and business or service plan development.
- Sound knowledge of the BC Labour Relations Code and related legislative regulatory frameworks.
- Demonstrated self-management and a clear commitment to ongoing professional development.

Why Join LGLRA?

This is a rare opportunity to:

- Lead a respected organization through a once-in-a-generation transformation
- Work at the intersection of governance, labour strategy, and public value
- Influence labour relations outcomes across British Columbia
- Support fair, consistent, and sustainable public-sector employment practices
- Build a modern, member-driven service platform that delivers public value

The targeted compensation range for this position is \$160,000 – \$190,000, with competitive benefits and the opportunity to shape long-term organizational growth and impact.

If you are motivated by public service impact and entrepreneurial drive, organizational leadership, and strategic impact, we invite you to discuss this opportunity and apply, by contacting Paul Murray at brentwoodadvisory@proton.me Applications will be considered through to May 15 2026.