

May 28, 2024

**STAFF REPRESENTATIVE  
RESEARCH, PUBLIC POLICY & BARGAINING SUPPORT DEPARTMENT**

The United Steelworkers Canadian National Office is seeking to hire **two** full time staff people as part of the Union's Research, Public Policy & Bargaining Support Department. The first position is located in the Canadian National Office in Toronto, ON. The second position has a particular emphasis on the USW's priorities in Western Canada. The position is located in Burnaby, BC and we encourage people from across Western Canada to apply.

Reporting to the USW Canadian National Director, the successful candidate will provide collective bargaining and strategic campaigns support, as well as complete research and public policy projects:

The union is seeking candidates with the following qualifications:

- Knowledge and/or experience working in the labour movement
- Commitment to improving lives of working people
- Excellent writing, communication and problem-solving skills
- Experience working as part of a team in a fluid, fast-paced environment, with minimal supervision
- University degree in economics (or related field), and/or collective bargaining and public policy experience is an asset, as is the ability to communicate in English and French
- Experience working on joint labour-environment issues
- Demonstrated experience with pay equity legislation and issues also an asset
- Background and/or experience working in the resource sector is an asset

The responsibilities of the Research position will include, but are not limited to:

- Public policy
  - Support the union in the analysis of public policy, particularly in areas of labour market issues, international trade, industrial policy, environment and resource policy
  - Draft and present speeches, presentations, submissions, policy papers, and briefing notes
  - Respond to research requests from field staff representatives and local unions

The ideal candidate would have:

- Understanding of current public policy debates and experience in the development of alternative policy prescriptions from the perspective of the Canadian labour movement

- Familiarity with basic concepts of economic policy, and ability to communicate these in simple, understandable terms to union members
- Collective bargaining support
  - Provide bargaining support for negotiations, including evaluation of economic impact of improvements, evaluation of specific contract clauses (for example, job evaluation / classification, training) and preparation and presentation of submissions for interest arbitrations

The ideal candidate would have:

- Expertise in calculating cost of improvements in collective agreements in the context of collective bargaining
  - Experience in preparing and presenting union positions in interest arbitrations
  - Ability to work as part of a team in the context of collective bargaining
- Corporate and sectorial analysis
  - Produce reports on the finances, performance, and strategy of companies
  - Produce reports analyzing performance and prospects in various economic sectors
  - Produce research and sectorial research in support of the union's strategic corporate campaigns.

The ideal candidate would have:

- Understanding of basic accounting concepts, corporate finance, and economics
- Ability to research corporate structure, evaluate corporate financial statements, and analyze business plans
- Particular research experience in the manufacturing, resource extraction sectors and forestry industry.

USW is committed to employment equity and encourages applications from members of equality seeking groups, including women, people of colour, Indigenous people, people with disabilities, as well as members of the 2SLGBTQIA+ community.

This is a bargaining unit position covered by the Staff Representatives' Union, with a starting rate of \$99,011.09 to a top rate of \$127,756,23, plus lease vehicle, per diem and a generous benefit & pension package.

The positions will be located in Toronto or Burnaby, BC, respectively, with frequent travel across Canada and occasionally into the United States.

Candidates should submit their application and resumé by June 17, 2024 to [careers@usw.ca](mailto:careers@usw.ca).

Contact: Meg Gingrich, Assistant to the National Director, United Steelworkers, mailing address 800-234 Eglinton Avenue East, Toronto, Ontario M4P 1K7.

**United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union**  
**Syndicat international des travailleurs unis de la métallurgie, du papier et de la foresterie, du caoutchouc, de la fabrication, de l'énergie, des services et industries connexes**

Please include your name and the text “application for USW Research Position June 2024” in your subject line. Applicants should also clearly state their preferred work location.

All applications will be kept confidential. Only applicants to be interviewed will be contacted.

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