



Labour Relations Officer (Member Mobilizer)

Location: Toronto, ON Canada
Type: Permanent Full-time
Group/Grade: Bargaining Unit/Officer Grade
Rate: \$103,973.19 (start)
Date: October 4, 2023

Founded in 1973, the [Ontario Nurses' Association](#) (ONA) is a leading health-care union representing more than 68,000 registered nurses and health professionals and 18,000 nursing student affiliates working in Ontario hospitals, long-term care facilities, public health, community, clinics and industry. ONA is committed to the advancement of the social, economic and general welfare of its members providing labour relations services that include representation of members to ensure their rights under the collective agreement are protected and negotiating the best possible terms and conditions of employment. ONA advocates for the highest standards of health care for all Ontarians. Looking to the future, ONA will continue to provide proactive strategies to raise the awareness of the value (including economic and patient benefits) of RNs with all stakeholders.

ONA is seeking to hire a **Labour Relations Officer (Member Mobilizer) to join our Communications & Government Relations (CGR) Team**. The ideal candidate must be passionate about organizing, engaging, activating and empowering nurses and health-care professionals for actions, events and activities to build capacity and power in support of ONA's broader government relations and communications strategy, including member support in the context of health-care transformation and labour relations initiatives; be strategic; and be able to articulate ONA's values in a compelling way to current and future members; and work within the boundaries of ONA's governing and administrative policies, vision and strategic directions, and team standards.

This is what else you can expect from this dynamic role:

- Train and engage members about the value of the union, working together to build power, advocacy beyond the workplace and strategies for change.
- Identify, organize and empower workplace leaders to mobilize and engage members for actions, events and activities.
- Coordinate and support member requests for actions in liaison with staff on the communications and government relations team.

- Work closely with members and leaders at the bargaining unit level on the ground in a concerted effort to train, engage and activate using internal organizing tools, techniques and strategies.
- Engage members with the use of technology as a tool for outreach and mobilization, such as Action Network and texting, including interactions via social media.
- Develop strategies, timelines and tactics to support local actions, events, and activities, including organizing phone banks and phone zaps to mobilize ONA members.
- Introduce techniques and strategies to maintain member contact information for local mobilization.
- Coach, mentor and support members to achieve local goals, structure tests and agreed outcomes.
- Support efforts to develop working relations with local external groups, coalitions and other unions.
- Analyze, evaluate and report on member engagement, capacity building and activities.
- Provide support for bargaining units taking job action and for activities or actions during mediation and conciliation.
- Prepare content for reports to the Board of Directors and for member meetings.
- Assist with content and advice for print materials and signs for actions and activities.

What we are looking for:

The successful candidate will possess:

- University Degree in Social Sciences, Public Relations or Public Policy.
- Three to five years' related organizing, campaigns, and communications experience required.
- A solid grounding and understanding in the theory of power in a union context and how to build power.
- Knowledge and experience with core organizing methods.
- Demonstrated skills and experience in implementing structure based organizing plans.
- Experience with issues related to health care, labour relations, and unions within the Ontario political environment.
- Experience in writing, editing and producing organizing materials.
- Experience with programs such as Action Network and texting platforms.
- Knowledge and experience with the use of social media applications.
- Knowledge of nursing issues.

Flexible schedule for some evening/weekend work, especially around intense periods of workplace campaigning, provincial bargaining or policy changes, as well as during election campaigns.

The successful candidate must be able to travel, possess a valid driver's license and have access to an automobile for business use. The ability to travel across Ontario is expected, as could travel to other areas outside of Ontario.

If you are seeking an opportunity to make a difference in the lives of others as well as your own, visit our website and apply today!

All Interested candidates may apply via MyONA by 4:30 p.m. on October 19, 2023

The Ontario Nurses' Association is committed to employment and pay equity within its staff. Applications are encouraged from equity groups including individuals of Indigenous descent, racialized individuals, individuals with disabilities, and LGBTQ+ persons. We also provide accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act ('AODA'). If you require accommodation for a disability during any stage of the recruitment process, please notify Human Resources.

Thank you for your interest in joining us. Only those selected for an interview will be contacted.