



**NSGEU STAFF VACANCY
COMPENSATION ANALYST/ RESEARCH OFFICER
PERMANENT FULL-TIME – DARTMOUTH NS**

COMPETITION #2023-15

The NSGEU is seeking a permanent, full-time Compensation Analyst/ Research Officer. The position combines research and analysis of compensation and classifications among public sector unions in Canada.

DUTIES: These include providing advice to negotiators and senior staff on compensation matters after analyzing pay relativity, for specific jobs and across a variety of bargaining units. Candidates must be able to analyze employer wage proposals and assist in the development of Union wage proposals for a wide variety of sectors including health care, civil service, universities, education and policing.

Candidates must be proficient in evaluating market competitiveness, including inflationary impacts, for various sectors and preparing recommendations including costing. The role involves preparing and leading primary research such as wage data comparisons and membership surveys.

The functions will also require analyzing data and making recommendations to assist with bargaining and public policy initiatives. The Compensation Analyst/ Research Officer is responsible for supplying accurate and usable information for public distribution through reports, updates to membership, updates to the NSGEU leadership and senior staff. It includes information gathering and analysis with respect to compensation and public sector negotiations in support of collective bargaining.

The Compensation Analyst/ Research Officer may be required to have direct contact with public service unions in Canada, NSGEU members, staff and government.

QUALIFICATIONS: A university degree in a related discipline and two years' experience or an equivalent combination of training and experience. The successful incumbent must possess advanced proficiency in with MS Excel, Word and PowerPoint and must have well-developed writing and oral communication skills. The successful applicant must be able to take responsibility and complete work with minimal supervision.

The successful candidate must be innovative and take initiative. A familiarity with public policy issues, a demonstrated commitment to the labour movement and its goals and the ability to work under tight deadlines and adjust to changing priorities are assets.

The NSGEU is committed to diversity in the workplace, and we encourage applications from candidates from all equity seeking groups. Candidates who identify as being from any equity seeking community are encouraged to voluntarily self-identify in the application process.

Pay Level: \$85,324 to \$102,260

CLOSING: Interested applicants please submit your resume and cover letter (merged into one document) identifying the competition number, outlining your qualifications, skills and experience to: NSGEU, Mr. Shawn Fuller, Executive Director, 255 John Savage Avenue, Dartmouth NS B3B 0J3 or e-mail to jobs@nsgeu.ca or via facsimile at 902-428-0190 **no later than 12:00 noon November 9th, 2023.**

No interviews from outside IAMAW, Local 2797 and NSGEU memberships shall take place until such time as all qualified applicants from the above have been interviewed and no successful candidate found. NSGEU will request time for union leave for the successful applicant where necessary.