Invites applications for the following position(s):

COMPETITION NUMBER: 585

Administrative and Professional Staff Excluded Position (APEX)
Continuing Position
DIRECTOR, HUMAN RIGHTS OFFICE, GRADE 15
HUMAN RIGHTS OFFICE
POSITION NUMBER: 493

POSITION OUTLINE:
The Director, Human Rights Office acts in all human rights legal matters involving Simon Fraser University (SFU). Provides advice and guidance on a full range of human rights issues; identifies, analyzes and assesses potential legal risks to the University; negotiates and drafts legally binding agreements and settlements, and resolves disputes. The incumbent works in collaboration with the University Secretary and other senior managers to provide strategic and advisory support on human rights compliance, policy, and processes. Ensures that the University meets or exceeds its obligations under the B.C. Human Rights Code by administering the SFU Human Rights Policy (GP 18).

QUALIFICATIONS:
- J.D. or LL.B degree with an emphasis on human rights law, legally able to practice law in Canada, a member in good standing of the Law Society of British Columbia, with a minimum of ten years of experience in a senior position in either the human rights field or an administrative legal setting (i.e., labour board or regulatory body) in a complex, multi-stakeholder environment, or an equivalent combination of education, training, and experience.
- Advanced certification in mediation and five years of experience in dispute resolution and/or mediation.
- Advanced knowledge of broad based human rights jurisprudence and legislation (e.g., B.C. Human Rights Code, etc.).
- Good knowledge of how B.C. access to information and protection of privacy legislation applies to the human rights function.
- Expertise in the principles of procedural fairness and natural justice.
- Comprehensive understanding of alternative dispute resolution processes that could be properly and appropriately applied in cases of discrimination and harassment.
- Good understanding of an academic setting, collegial governance, university governance and the principles of academic freedom.
- Ability to resolve conflict and facilitate consensus decision-making.
- Ability to negotiate and draft legal settlements.
- Ability to exercise diplomacy, tact, sensitivity and discretion while acting in an impartial manner.
- Ability to establish and maintain credibility with employee groups and unions, as well as with senior managers, employees, and students.
- Ability to design and deliver training programs.
- Excellent research, analytical, and problem-solving skills, with the ability to think strategically in the identification and management of human rights related legal risks.
- Excellent leadership, supervisory, interpersonal and communication (oral and written) skills.
- Excellent public speaking, teaching, and group facilitation skills.

SALARY RANGE: $101,464 - $121,168 per annum
START DATE: ASAP

For a confidential discussion on this role, please contact Mike Race at mrace@zsa.ca or 604-283-9316, or see http://www.zsa.ca/jobs/file/director-of-human-rights-10-years-vancouver/#.WcQ_PrKGM2w

The University is committed to the principle of equity in employment
A more detailed job description may be obtained at www.sfu.ca/jobpostings