

M&P OCCUPATIONAL GUIDELINE

JOB FAMILY: HUMAN RESOURCES Level H, Pay Grade 18

LEVEL DEFINITION	This level covers positions with responsibilities in level G. In addition, the positions' scope of accountability and level of decision making may have significant legal and financial impact on the University.
TYPICAL RESPONSIBILITIES	See level G. In addition, establishing a future vision for faculty and staff employee relations, and identifying the critical issues to be addressed in achieving cohesiveness between the various employee groups and the University. The positions are responsible for developing and implementing innovative and strategic employee relations policies and programmes, focusing on collective agreement and policy administration.
DECISION MAKING /LEVEL OF ACCOUNTABILITY	Makes decisions regarding a major functional area within a centralized, complex university wide service. Recommendations and decisions could have significant impact on the operations of the University. Accountable for the strategic guidance and influence in the development and implementation of human resource policies and practices.
SUPERVISION RECEIVED	Works within broad policies and strategic plans under senior administrative direction, results reviewed for achievement of long term objectives.
SUPERVISION EXERCISED	Directs the activities of a group of management, professional and support staff, and external consultants, often indirectly through subordinate managers.
MINIMUM QUALIFICATIONS	Masters degree in a related discipline, law degree, or the equivalent. in education and experience. Proven success in leading human resource management teams in complex and multi-union environments.