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RÉGIE RÉGIONALE DE LA SANTÉ ET DES SERVICES SOCIAUX DU NUNAVIK
NUNAVIK REGIONAL BOARD OF HEALTH AND SOCIAL SERVICES

*The **Nunavik Regional Board of Health and Social Services** (NRBHSS), established under the James Bay and Northern Quebec Agreement (Chapter 15) and the Act respecting health services and social services, covers the entire territory north of the 55th parallel. Its mission is to adapt health and social services programs to the needs of the population and the realities of the region, and to ensure the efficient organization of resources available to the Nunavik region.*

The Regional Board wishes to fill the following full-time position:

Human Ressources Officer - Labour relations
Posting 2026-091

DEPARTMENT AND SERVICE : Human Resources Department - Labour Relations / Health and Well-being / Compensation and Benefits Service (#70006)

DESCRIPTION

Reporting to the Assistant Director of Human Resources, you will be responsible for labour relations matters within the organization. You will provide advisory services to managers and staff, leveraging your labour relations expertise to support them in interpreting and applying collective agreements, organizational policies, and applicable laws and regulations. You will also oversee the implementation of disciplinary and administrative measures. You will collaborate in the development and implementation of labour relations guidelines and procedures.

Your responsibilities also include:

- Advise managers in their decision-making regarding labour relations, particularly with respect to the application of collective agreements, laws, decrees, policies and standards in force;
- Act as a resource person and expert advisor to managers and various stakeholders in the organization regarding labour relations issues;
- Establish conditions that promote the maintenance of harmonious working relationships and a healthy working environment;
- Draft, negotiate and monitor the implementation of agreements concluded between the parties;
- Ensure the management and monitoring of disciplinary and administrative files in collaboration with the managers concerned;
- Conduct administrative or disciplinary investigations, analyzing situations and formulating recommendations regarding the measures to be implemented;
- Carry out, as needed, complex analyses in your field of expertise, produce reports and submit recommendations to the people concerned;
- Support the assistant director, managers and colleagues in the planning and implementation of administrative reorganizations;
- Develop, update and use management, monitoring and analysis tools necessary for the performance of your duties;
- Ensure the maintenance of effective communications with internal and external partners and stakeholders involved in the labour relations sector;
- Collaborate in identifying training and skills development needs in the area of labour relations;
- Perform any other related tasks required within the scope of your duties, in collaboration with and at the request of the Assistant Director of Regional Human Resources Development;

- The successful candidate will be an integral part of the Service and will be called upon to contribute, as needed, to other files within the various sectors under the Assistant Director's responsibility, including compensation and benefits (C&B) and health, safety and well-being (HSW).

REQUIREMENTS

- For candidates who are beneficiaries of the **James Bay and Northern Quebec Agreement**, a combination of relevant experience and training will be considered;
- Must hold a bachelor's degree in business administration or another appropriate academic discipline;
- A minimum of one (1) year of experience in human resources management is required;
- Demonstrate excellent skills for multidisciplinary teamwork and collaboration with various stakeholders;
- Demonstrate sound professional judgment, discretion, initiative, autonomy and a high sense of responsibility;
- Possess a good knowledge of the policies, directives, collective agreements and regulations applicable to the health and social services network;
- Must be proficient, both orally and in writing, in at least two (2) of the three languages used in the region, namely Inuktitut, English and French;
- Demonstrate proficiency in using computer tools and administrative applications, including Microsoft Word, Excel, PowerPoint, Access and Logibec;
- Be willing to travel as part of your duties.

For candidates who are beneficiaries of the James Bay and Northern Quebec Agreement, a combination of relevant experience and training may be considered.

ADDITIONAL INFORMATION

- Please note that the interviews will potentially take place during the weeks of **December 7 or December 14, 2026;**
- Home base: Preferred location is Kuujjuaq. However, remote work from Southern Canada or another community may be considered, with a required presence in Kuujjuaq four times per year for stays of approximately one month each.

Candidates who are beneficiaries of the *James Bay and Northern Quebec Agreement* will have priority.

WORKING CONDITIONS

- Status : Full-time permanent;
- Day shift;
- Salary according to MSSS conditions and the candidate's qualifications **($30.56/hr to $52.37/hr).**

Northern Benefits: Employees who relocate to Nunavik are eligible for various bonuses, including **a retention bonus, a remoteness bonus, and a cost-of-living allowance.** For those hired more than 50 km from Kuujjuaq, low-cost housing is provided, along with reimbursement of moving and storage expenses. In addition, annual personal trips from Kuujjuaq to the point of employment are included, as well as other benefits.

For more information about our services and our region, please visit the Nunavik Regional Board of Health and Social Services website at: https://nrbhss.ca/en

Employees in the health and social services network are potentially eligible for the Nordic unpaid leave.

*** TO APPLY ON POSTING 2026-091, CLICK HERE ***

Interested candidates can submit their curriculum vitae between
November 18 and December 2, 2026

Nunavik Regional Health and Social Services Authority – Human Resources
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