**The University of Toledo  
Director, Labor and Employee Relations**

**Opportunity**The University of Toledo seeks a Director for Labor and Employee Relations. The Director will provide leadership & direction to areas of labor relations and employee relations. The Director will provide strategic consultation, leadership, and counsel to University officials on the administration of non-faculty public employment, public policy & collective bargaining issues, and workforce compliance. The successful candidate will oversee the coordination of employee relations and labor relations and direct timely investigation & processing of human resources related allegations, complaints, disputes, charges &/or lawsuits.

Additionally, the Director will be responsible for the adjudication of employee grievances including the preparation and the presentation of the University’s position in arbitration and mediation. She/He will prepare and provide the University’s position in proceedings of other state agencies such as the State Employment Relations Board (SERB) and State Personnel Board of Review (SPBR), Unemployment Compensation Review Commission (UCRC) etc.

The Director will provide strategic planning, research & analysis and conduct negotiations representing the University as employer in its relationship with multiple non-faculty public collective bargaining agreements ensuring compliance with Ohio collective bargaining law. The Director will provide leadership, supervision, and direction to Human Resources Consultants in the areas of Labor/Employee Relations.

**Education/experience/licensing:**

* Bachelors degree in public administration, human resources, industrial relations or related degree, Master’s Degree or JD Preferred.
* A minimum of three (3) years of supervisory experience in an HR Role.
* A minimum of ten (10) years of progressive experience in HR with five (5) years of labor relations.
* A minimum of five (5) years’ experience with contract negotiations sitting first or second chair.
* Public sector strongly preferred.
* Must have ability to resolve highly complex labor/employee relations and compliance issues
* Must have skill in conducting investigatory interviews.
* National certification PHR/SPHR, SHRM-CP/SHRM-SCP preferred.

**For full qualifications and to apply, please visit:**

[**https://utoledo.csod.com/ux/ats/careersite/6/home/requisition/2652?c=utoledo**](https://utoledo.csod.com/ux/ats/careersite/6/home/requisition/2652?c=utoledo)

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