



Manager, Employee Relations – Regional District of Nanaimo

Organization Name	Posting Date	Location	Salary Range (CAD)	Applications
rdn.bc.ca	November 4, 2025	Regional District of Nanaimo	\$119,593 - \$137,239	info@hwest.ca

Organizational Profile

The Regional District of Nanaimo (RDN) is located on the beautiful central east coast of Vancouver Island, incorporating the municipalities of Nanaimo, Lantzville, Parksville, and Qualicum Beach, and seven unincorporated electoral areas that lie between Cassidy to the south and Bowser to the north. The RDN is situated within the traditional territories of several First Nations, including Snuneymuxw, Snaw-Naw-As and Qualicum First Nations and recognizes their rich cultural heritage.

The RDN is home to approximately 170,000 people and is growing at a very rapid pace. Growth is due in part to a mild coastal climate, diverse ecosystems, and landscapes from the Salish Sea to rugged mountains, easy access to a range of outdoor recreation, and a high quality of life. The RDN is governed by a 19-member Regional Board, comprised of 12 directors from locally elected municipal councils, and seven directors elected by Electoral Area residents. Board members also sit on various regional select and standing committees for key services, as well as the RDN Committee of the Whole.

About the Role

Reporting to and with the guidance of the Chief Human Resources Officer, the Manager, Employee Relations is responsible for the effective management of labour and employee relations in alignment with the RDN's People Plan. Working collaboratively with other human resources department staff, organizational leaders, employees, and union representatives, the Manager will facilitate case file and program management that supports RDN's strategic objectives, while also facilitating a respectful work environment, fostering a culture of belonging, enhancing a diverse, equitable, inclusive and accessible workplace experience, and promoting employee productivity and engagement.

This is an exciting opportunity for an experienced employee relations professional to play a key role in advancing collaborative and effective labour relations within a dynamic public sector organization. The ideal candidate will hold a degree in human resources, industrial or labour relations, or a related field, paired with at least five (5) years of progressive experience in labour and employee relations, ideally within a public sector, unionized environment. Experience overseeing a team of professional employees is a strong asset. The preferred candidate will hold a Chartered Professional of Human Resources (CPHR) designation. An equivalent combination of training and experience may be considered. A satisfactory Police Information Check is required.

The salary for this position is \$119,593 - \$137,239 annually and is supplemented by a competitive total compensation plan.

Contact Details

Should you be interested in learning more about this unique opportunity with the RDN, please contact Harbour West Consulting at 604-998-4032 or forward your resume, a letter of introduction and the names and contact information for three references, in confidence, to info@hwest.ca.

Diversity, Equity, Inclusion + Accessibility: Harbour West Consulting believe equity, diversity, inclusion, and accessibility are essential for the organizations we serve to achieve the business goals they strive for. We believe that everyone - no matter their gender, racialized identity, ethnicity, sexual orientation, age, ability, religion, political beliefs, family status, socioeconomic status, citizenship status, or Indigenous status – should have equitable access to our services, jobs, and opportunities. We strive to ensure processes unfold in a fair, transparent, timely and open manner to include individuals previously underrepresented or discouraged from participating.