

## **JOB POSTING**

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<b>Job Title:</b>	Steward At Large – Independent Sites
<b>Bargaining Unit:</b>	British Columbia Nurses' Union
<b>Start Date:</b>	as soon as possible
<b>End Date:</b>	August 31, 2028
<b>Posting Period:</b>	January 15 to 24, 2026

The B.C. Nurses' Union is presently hiring for 1 Steward At Large position.

Please note: This is a full-time position and members in this position will not participate as members of their Regional Executive. If you are currently a member of your Regional Executive you will be asked to step down from this role effective your start date in the Steward At Large position.

### **Position Overview**

Under the direction as designated by BCNU, and in cooperation with applicable Regional Executives, the incumbent is responsible for performing all of the relevant duties of a Steward, as outlined in the various Collective Agreements that apply to BCNU Members outside of the Nurses Provincial Collective Agreement.

### **Key Responsibilities**

1. Investigating complaints of an urgent matter, and
2. Investigating grievances, and
3. Assisting employees in preparing and presenting a grievance in accordance with the grievance procedure, and
4. Supervising ballot boxes and other related functions during ratification votes, and
5. Attending meetings called by management, and
6. Accompanying an employee, at his or her request, at a meeting called by the Employer, where disciplinary action is anticipated, and
7. Meeting with new employees as a group during the orientation program, and
8. Acting as appointees to the Union/Management Committee (where applicable), and
9. Accompanying an employee, at his or her request, at a respectful workplace meeting, and
10. Other duties that may be requested by the Regional Chairs and coordinated by the designated BCNU Staff, and
11. Works closely with the BCNU Independent Bargaining/ Engagement team and Labour Relations teams.

## Hours of Work

This position is intended to be full-time and to operate on a regular schedule from Monday to Friday, 7.5 hours per day. However, hours can vary depending on the requirements of the job.

The successful applicant will be required to work on site and in person, with minimal remote work ability.

## Qualifications

The successful applicant must be an elected/appointed Steward at a worksite and:

1. Possess a thorough understanding of how to read and interpret Collective Agreements. Knowledge of the Provincial Collective Agreement is an asset.
2. Demonstrate experience dealing with contentious issues with management.
3. Possess excellent written and verbal communication skills, including conflict resolution skills.
4. Demonstrate an ability to lead a team and motivate others while working collaboratively in a team environment.
5. Have proven ability to work independently.
6. Demonstrate time management and organizational skills.
7. Have the skills and abilities to work with a diverse workforce.
8. Demonstrate the ability to set boundaries and delegate.

## Compensation

Compensation and benefits as per BCNU Policy. Incumbent will be seconded under Article 44 or equivalent Union Leave.

## How to Apply

If you are interested in this opportunity, please submit your resume and a letter of interest including your region and current Union activities. You may also submit two references to support your application.

Please submit your application by January 24, 2026, via this link:

[https://bcnursesunion.formstack.com/forms/sal\\_application\\_form](https://bcnursesunion.formstack.com/forms/sal_application_form)

**Address:** Human Resources  
BC Nurses' Union  
4060 Regent Street  
Burnaby, BC V5C 6P5

**Email:** [hr@bcnu.org](mailto:hr@bcnu.org)