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## **SENIOR OFFICER HUMAN RIGHTS BRANCH**

### **GENERAL FUNCTION**

Under the direction of the Human Rights Branch Director, the Senior Human Rights Officer, is responsible for the development and delivery of national programs and initiatives, advancing work on equity and human rights issues and services at all levels of the union.

### **SUMMARY OF DUTIES**

- Provide support and expertise on equity and human rights issues for national campaigns and programs.
- Provide advice and support on equity and human rights issues to the CUPE National Officers and other elected officers, and to national and regional staff and members.
- Analyse and report on equity-related legislation, human rights law, regulations, and government reports and policies.
- Conduct research on equity and human rights issues as required and develop national materials for locals and members.
- Provide resources and services to national committees and other union committees which deal with equity and human rights issues.
- Prepare, advise on and facilitate workshops and training sessions for CUPE members, elected officials and staff on matters related to anti-oppression, anti-racism, disability justice and other human rights and equity issues.
- Liaise on equity and human rights issues with other national and international unions, community-based organizations, governments, boards, commissions, and task forces, as required.
- Develop and coordinate campaigns and other initiatives, and prepare and present briefings, reports, policy statements, articles, CUPE publications, and other materials as required.
- Assist in the planning and coordination of national human rights and equity conferences.
- Evaluate and make recommendations on requests for funding and endorsements from ally organizations.
- Perform other related duties as may be assigned.

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## **QUALIFICATIONS**

This position requires a highly motivated individual with considerable experience in providing professional support and advice on equity and human rights issues and services for union members.

Proven leadership abilities, strategic skills, and a strong anti-oppressive analysis of complex issues are essential. Sound judgement, resourcefulness and flexibility within a highly challenging political environment are also key requirements.

The incumbent must also possess:

- A university degree in social sciences or a related field, or equivalent experience.
- Knowledge, experience in and commitment to the trade union movement and human rights struggles.
- In-depth knowledge and understanding of the policies, programs, structure, function, and objectives of CUPE.
- Knowledge, experience, and skills required to develop and communicate CUPE's positions on equity and human rights issues, including ableism, employment equity, human rights-based violence and harassment, homo/transphobia, racism, sexism, and other issues, to members and staff, the labour movement, government-appointed bodies, organizations engaged in similar work, and the general public where required.
- Lived experience in one or more of the following groups and direct experience working with these communities: Black and racialized people, Indigenous people, persons with disabilities and 2SLGBTQI+ people.
- Thorough knowledge and understanding of government legislation, policies, agencies and commissions as they relate to human rights and issues affecting equity-deserving groups.
- Demonstrated ability to do independent research, to prepare briefs and presentations, and to develop other materials appropriate to the goals of CUPE's policies and programs.
- Strong communication skills in English, including the ability to speak and write clearly and succinctly to diverse audiences and in a variety of settings, styles and media.
- Excellent interpersonal and relationship-building skills.
- Demonstrated ability to effectively use new media and current technology, such as Word, Excel, Twitter, Facebook, listservs, electronic file management systems and databases and online meeting platforms.
- Ability to read, write and speak French would be an asset.
- Free to travel and work weekends and holidays, as required.

CUPE is committed to providing an inclusive, respectful, accessible, and healthy workplace environment that is equitable and fair at all levels of its organization. We are committed to establishing a qualified workforce that is reflective of the diverse population and communities in which we live and serve. CUPE encourages applications from qualified members of the five (5) designated equity groups: Women, Indigenous people, Black and Racialized people, Persons with Disabilities, and 2SLGBTQI+ people. Upon request and at any stage of the recruitment and/or selection process, we will provide reasonable accommodations for those who have a temporary or a permanent disability. Please contact the Human Resources Department to request an accommodation if needed at [hr@cupe.ca](mailto:hr@cupe.ca).