



We are hiring a Legal Director of Training and Innovation for Rosa!

Rosa is a brand-new initiative designed to provide digital access to justice and training around workplace sexual harassment. Rosa was created because workers need to know more about the law, reporting bodies and what to expect when and if they report. As part of our mission, we'll work with leadership and boards to effect zero-tolerance to workplace sexual violence, rooted in due process.

Rosa is a collaboration between Aftermetoo and Canadian Women's Foundation. Aftermetoo in Canada was formed in 2017 as a response to inadequate protections and systems that address workplace sexual harassment in the entertainment industry. Canadian Women's Foundation is a national leader in the movement for gender equality in Canada. The training component of Rosa is supported by APTN.

We are looking for a talented individual, with a fresh and energetic perspective on creating innovative, engaging in-person and digital training for employees and employers across Canada. You'll work alongside a small, determined team, who believes that workplaces need to change.

As Legal Director of Training and Innovation, you will lead and implement training for both employees and employers. We're looking for an individual who has the ability and ambition to create effective training that is fresh and specific to three federally regulated sectors: Oil& Gas, Mining and The Arts. You see this training a vital tool to help leadership, organizations, boards of directors to create policies and systems that have zero tolerance towards workplace sexual harassment. You are able to show them, why these systems are better for their business. This position reports to the Director of Rosa Projects and the Canadian Women's Foundation Director of Rosa.

This is a full-time, two-year position, with the possibility of extension.

If this sounds like something you want to lead, you'll be able to demonstrate:

- You understand and believe in Rosa's mission and strategic priorities.
- You love research. Especially legal research gathering Federal, Provincial and Territorial employment laws, reporting bodies, reporting forms and systems designed to address workplace sexual harassment.
- Great conflict management skills.
- You are a strong, versatile writer and communicator.
- You have a great sense of humor and ability to handle challenge with grace and determination.
- You enjoy team work.
- You are relentless.
- If you say you'll get something done, you do, on deadline.
- You're not afraid of hard work. You'll be busy. You can multi-task.
- You have demonstrated, relevant experience and education.

We are looking to assemble a diverse team that reflects the great diversity of our country. If Rosa sounds like something you would like to be a part of, tell us why. We are accepting covering letters and resumes until May 17 2019. Please note that only applicants that have been accepted for an interview will be contacted.

Please send applications to hello@wearerosa.com

Legal Director of Training and Innovation

CORE FUNCTIONS

Training Development and Implementation

- Oversee the development and content of employer and employee training for Oil and Gas, Arts and Entertainment, and Mining sectors
- Co-ordinate with researchers to implement findings into sector specific training, and in workplace reprisals tracking
- Work with Director of Rosa on UX research and testing, and revise curriculum content accordingly
- Facilitate participation in training, through in-person training during pilot period and online in the subsequent years
- Develop best practice policies for employers, boards and leadership to support zero tolerance towards workplace sexual harassment
- Oversee evaluation and updating of the training based on user satisfaction and long-term organizational change as a result of the training and policy change

Legal

- Gather provincial, territorial and federal laws, procedures, reporting mechanisms and possible disciplinary outcomes pertaining workplace sexual harassment
- Gather union reporting forms and procedures, adjudication and possible disciplinary measures dealing with workplace sexual harassment
- Ensure content on Rosa related to evidence saving, tracking reprisals, what to expect and how to create accountability is presented in plain language
- Ensure all material within the legal database for Rosa is updated on a regular basis
- Create legal partnerships with pro bono legal clinics to contribute to Rosa's database

Partnerships

- Develop key relationships with employers and employees in each sector for training
- Lead the development of the Advisory Groups for the Oil & Gas and Mining sectors
- Establish relationships with union leaders and members and monitor changes in policy, procedure, equity and parity

- Develop best practice policies to for unions to have strong protections and supports for those experiencing workplace sexual violence

CORE COMPETENCIES

Communication: You're an excellent, versatile writer with the ability to translate complex laws, legal systems and training modules into friendly, accessible language for multiple audiences.

Research and Analysis: You are passionate about legal systems and human rights. You have a strong understanding of federal, provincial and territorial laws, reporting bodies and union systems designed to address workplace sexual harassment, tempered with a curiosity to learn more. Extensive knowledge of workplace violence and harassment HR systems. You are able to analyze what changes need to be made and translate this into the training design. You will be able to evaluate current market offerings on training and provide a robust analysis of the efficacy of the training. You're methodical in your work, focused on detail.

Project and Task Management: You are a team player. You have demonstrated planning and project management skills, and ability to think strategically. You understand that we have a lot to accomplish and you need to be deadline driven. You have excellent conflict resolution skills that will be an asset to the work. You'll need to handle multiple tasks simultaneously and still retain the ability to implement on time and to plan. You have the ability to exercise independent judgement on a regular basis in resolving complex issues.

Education, Skills and Experience

- Law school graduate
- Minimum of 3 – 5 years recent legal experience preferably in the area of Canadian Employment Law, or would consider equivalent combination of education, training and expertise
- Public Policy experience is an asset
- French is also an asset

Salary Range: \$77,000 - \$87,000 with 4 weeks vacation