

REOPENED RECRUITMENT
DIRECTOR
MASSACHUSETTS DEPARTMENT OF LABOR RELATIONS

The Department of Labor Relations (DLR) is responsible for promoting stable, productive and cooperative relationships between public employers and their represented employees by administering and enforcing the Commonwealth's collective bargaining laws.

The Director is responsible for managing, leading and motivating employees engaged in: investigating, mediating, deciding and litigating all public sector unfair labor practice cases; defining appropriate bargaining units and conducting elections in which public employees may choose whether and which employee organization they want to represent them in collective bargaining; providing mediation, fact-finding and arbitration services to assist public employers and employee representatives in resolving labor disputes and contract negotiations; enforcing special collective bargaining laws related to municipal police and firefighters; and litigating related cases in the courts.

Other essential functions of the position include, but not limited to:

- Managing the agency's overall case docket to ensure compliance with case management guidelines while ensuring balanced staff workloads;
- Establishing and adhering to an annual budget, monitoring fee revenue and expenditures by conducting a regular analysis of all operational and financial matters;
- Establishing an agency strategic plan and designing, developing and implementing new or revised practices and/or technology to operationalize plan objectives;
- Hiring all staff, setting performance standards and evaluating staff performance; establishing all staff training programs;
- Promulgating regulations as required;
- Handling complex contract and unfair labor practice mediations.

The successful applicant must be familiar with the DLR, Joint Labor Management Committee (JLMC) and the Commonwealth Employment Relations Board (CERB) purpose and structure, and should have prior hands-on experience with labor relations, preferably public sector labor relations, (e.g. participating in contract negotiations, mediations, and arbitrations, structuring bargaining units, processing grievances and/or unfair labor practices in addition to demonstrated management experience.

To apply, go to the Mass Careers website at:

<https://massanf.taleo.net/careersection/ex/jobdetail.ftl?job=170002Z0>

and search for keyword DLR.