

Regional Manager - Employment Relations
ENGINEERING CONSTRUCTION INDUSTRY ASSOCIATION
£55,000 to £60,000 salary package + benefits

A unique opportunity for an ER professional to join a team shaping successful industrial relations within the Engineering Construction sector.

The ECIA is the major representative body of the UK Engineering Construction Industry. As an Employers' Association, ECIA currently has about two hundred members, who include prestigious multi-national companies, as well as smaller local contracting companies, engaged on both new build projects and repair and maintenance work on client sites.

With a forecast increase in new projects, we now need to recruit more staff to join our team of Regional Employment Relations Managers.

Job Overview

Reporting to the Operations Director, you will be responsible for providing a quality "one-stop" employment relations advisory service to member companies based in, or currently operating on engineering construction sites, within a defined geographical region.

Role responsibilities will include:

- Providing expert advice on the interpretation and implementation of the National Agreement for the Engineering Construction Industry (NAECI), the industry's working rule agreement.
- Negotiation with Trades Union full time officers over the production of local "Supplementary Project Agreements"
- Attendance and active participation in Project Joint Councils and other site industrial relations forums.
- Attending sites and actively assisting members in resolution of disputes.
- Representing members at procedural meetings under the NAECI's dispute/dismissal arbitration infrastructure.
- Providing general advice on employment relations and UK Employment law to member companies.
- Promoting the industry's productivity improvement initiative to members.
- Drafting of employment documentation.
- Preparing and delivering training on various employment relations topics.

You will actively support successful employment relations on major new construction projects and long-term repair and maintenance sites within your region. Retention of the Association's existing membership in the Region and attracting new companies into membership are key factors in this role, as is ensuring members in your region meet their financial obligations to the Association.

A successful candidate will be dynamic and would be likely to have in-depth practical experience of employment relations in a heavily unionized environment. Ideally, this experience should be within major industrial / infrastructure projects, the construction industry or a similar multi-site contracting environment. A degree and/or CIPD membership are desirable but not essential for a strong, enthusiastic, candidate with the required attributes and experience.

A successful candidate would have: excellent written and verbal communication skills; strong negotiation skills; the ability to build and maintain constructive professional relationships with companies, clients, trades union officials and shop stewards; and the ability to achieve results through influencing other stakeholders.

Given the boundaries of the geographical area to be covered, prospective candidates should be resident in the area between the East Midlands and the South Coast of England.

Home-based but with regular days in the ECIA Head Office in Westminster and extensive travel within the region, this post attracts a competitive salary in the range of £55,000 - £60,000. Additional benefits include car allowance, contributory pension scheme, life insurance and private medical cover.

Whilst we are looking to recruit one full time member of staff in the geographical region defined above, we would also welcome applications for a further part-time post (2-3 days per week) from applicants in other parts of the UK. The salary and benefits will be pro-rotta.

If you are looking for a role where your ideas and strategic input will make a major contribution to the success of the UK Engineering Construction Industry please forward a targeted CV to our recruitment email address of ecia.London@outlook.com (No Agencies or Unsolicited Mail).