OFL FTO JOB POSTING

EXTERNAL JOB POSTING:
OFL MANAGING DIRECTOR
DEADLINE TO APPLY: NOVEMBER 16, 2026 AT 4:00 PM EST

The Ontario Federation of Labour (OFL) represents 54 unions and one million workers and is Canada's largest provincial labour federation. The OFL is seeking an experienced, strategic and collaborative labour leader to serve as **Managing Director.**

Reporting to the elected leadership, this is the organization's senior staff position, responsible for leading staff operations and supporting elected Officers in advancing the OFL's mandate and priorities.

KEY RESPONSIBILITIES:

Human Resources and Labour Relations

Work with the President and elected Officers to:

- Lead, supervise and coach staff, establishing clear expectations, responsibilities and accountability;
- Work with elected Officers to translate strategic priorities into staff workplans and organizational action;
- Lead performance management, professional development, workload management and workplace conflict resolution;
- Ensure compliance with HR and labour relations policies, employment legislation and Collective Agreement obligations; and
- Lead or support employer-side collective bargaining, grievances and arbitration, and oversee benefits and pension administration.

Financial Management and Organizational Sustainability

Work with the Secretary-Treasurer, elected Officers and financial staff to:

- Assist in developing annual budgets and oversee financial operations, controls and reporting;
- Support the development of solutions to revenue pressures, rising costs and longer-term financial sustainability; and
- Collaboratively identify operational efficiencies, strengthen financial systems and promote responsible cost management and financial stewardship.

Strategic Leadership and Organizational Development

- **Ensure sound governance, fiduciary responsibility and a clear understanding of the respective roles of elected leaders and senior staff;**
- Translate the priorities and decisions of elected leadership and governing bodies into effective programs, policies and workplans;

- Lead organizational development and major projects, including setting goals, assigning responsibilities and ensuring accountability;
- Develop and regularly review HR, labour relations, operational, governance and administrative policies;
- Serve as the principal senior staff advisor to elected Officers;
- Support the Executive Committee, Board, Council and other governing bodies and ensure their decisions are implemented; and

Qualifications

The successful candidate will have:

- **Extensive experience within the trade union movement**, including significant experience working directly in union settings;
- Significant senior-level HR and labour relations experience, including Collective Agreement administration, employer-side bargaining, grievances, arbitration and labour and employment legislation
- Demonstrated experience managing, coaching and developing staff and building accountable teams;
- **Demonstrated financial management experience**, including budgeting, forecasting, financial reporting, cost management, financial controls, reconciliations and year-end audits, with the ability to identify financial risks and develop practical solutions;
- Experience working effectively with elected Presidents, Secretary-Treasurers and other union leaders while respecting the distinction between elected leadership and senior staff responsibility;
- Experience with benefits and pension administration;
- Strong project management, organizational development and policy development experience;
- Demonstrated understanding of governance and fiduciary duty, with excellent judgment, communication, relationship-building and conflict-management skills; and
- A demonstrated commitment to equity, worker rights and social and economic justice.

The Leadership We Are Looking For

We are looking for a senior labour leader who can **manage people, understand the numbers, strengthen organizational systems and turn the strategic direction of elected leadership into action**.

- The successful candidate will be politically astute without substituting their judgment for elected leadership; financially capable of helping the organization anticipate challenges and develop solutions; and confident in managing staff and difficult labour relations issues.
- This is a senior management position responsible for protecting the operational, financial and organizational integrity of the Ontario Federation of Labour. **The position is excluded from the staff bargaining unit.**

The Ontario Federation of Labour (OFL) values the diversity and intersectionality of the people it hires. At the OFL diversity means fostering a workplace where individuals' differences are recognized, respected, appreciated and responded to in ways that fully develop and utilize each person's talents, strengths, and passion to better the lives of all workers. The OFL prioritizes hiring members from equity deserving groups and recruits, employs, and promotes, regardless of race, colour, gender, gender identity or expression, sexual orientation, disabilities, age or national origin. The OFL is an equal opportunity employer, applicants from equity seeking communities are encouraged to self-identify in their application.

Position: Full-time | **Location:** Don Mills, Toronto (this is an in-office position).

Renumeration: Competitive salary, pension and benefits.

Application Instructions: To be considered for the opportunity, please send a resume and cover letter to:

Laura Walton, President, OFL at careers@ofl.ca with the subject line: **"OFL Managing Director – [Your Name]".**

Only those candidates selected for an interview will be contacted.

Date Posted: October 26, 2026
Closing Date: November 16, 2026 at 4:00 PM EST

LAURA WALTON
President

AHMAD GAIED
Secretary-Treasurer

MICHAEL HAMILTON
Executive Vice-President

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