

# Call for Candidates Senior Positions

**Tribunal administratif du travail**

## ***Notice of recruitment of persons qualified for appointment as members (full time)***

In accordance with the *Regulation respecting the procedure for the recruiting and selection of persons qualified for appointment as members of the Administrative Labour Tribunal and for the renewal of their term of office* (chapter T-15.1, r. 1), the Associate Secretary General for Senior Positions of the Ministère du Conseil exécutif invites interested, qualified persons to submit their applications for appointment as members of the Tribunal administratif du travail (the Tribunal).

### **DUTIES**

Successful candidates will preside over hearings and pre-hearing conferences during which each party (employee, worker, union, employer), which may be represented by an attorney, is responsible for meeting its evidentiary burden. To that end, members ensure the maintenance of decorum and the proper conduct of the hearing. They apply the rules of evidence and procedure, including the principle of proportionality and, at the time considered appropriate, the use of conciliation. Further to hearings, members rule on procedural actions, applications for postponement, objections to evidence and objections in law. To do so, members take their cases into deliberation in order to weigh the evidence submitted and the parties' contentions. They render written, substantiated final decisions that take into account the applicable rules of law as well as the relevant doctrine and jurisprudence. They interpret and apply the legislation relevant to the exercise of the Tribunal's jurisdiction.

### **PLACES OF WORK**

- |                 |             |                            |                            |
|-----------------|-------------|----------------------------|----------------------------|
| - Drummondville | - Lévis     | - Rouyn-Noranda            | - Salaberry-de-Valleyfield |
| - Gaspé         | - Longueuil | - Saguenay                 | - Sept-Îles                |
| - Gatineau      | - Montréal  | - Saint-Hyacinthe          | - Sherbrooke               |
| - Joliette      | - Québec    | - Saint-Jean-sur-Richelieu | - Trois-Rivières           |
| - Laval         | - Rimouski  | - Saint-Jérôme             |                            |

### **CONDITIONS OF EMPLOYMENT**

Members are appointed by the government for a renewable five-year term of office. The salary scale, applicable since April 1, 2018, is \$113,541 to \$147,602. A member may be assigned to more than one of the Tribunal's divisions (note that only advocates and notaries may be assigned to the occupational health and safety division), and to more than one region. Members may also be required to sit in administrative regions other than those to which they are assigned. Tribunal members' remuneration and other working conditions are those determined by the government by regulation established pursuant to section 61 of the *Act to establish the Administrative Labour Tribunal* (chapter T-15.1). Public sector retirees receive the salary for the position, minus an amount corresponding to half their retirement pension from the public sector.

### **Government body**

**Tribunal administratif du travail**

Appointed by the Cabinet

### **MISSION**

On January 1, 2016, the Commission des lésions professionnelles and the Commission des relations du travail merged and became the Tribunal administratif du travail. The Tribunal rules on labour disputes, including occupational health and safety. With its offices throughout Québec, the Tribunal's services are accessible to the public. The Tribunal promotes the amicable settlement of disputes through its conciliation service. Parties may also choose to be heard by an administrative judge at a hearing. The Tribunal's activities involve four different divisions: labour relations, occupational health and safety, essential services, as well as construction industry and occupational qualification.

### **Requirements**

#### **ELIGIBILITY CRITERIA**

Be a member of the Barreau du Québec or the Chambre des notaires du Québec in order to be assigned to the occupational health and safety division or hold a bachelor's degree, preferably in law or industrial relations, or an attestation of relevant studies the equivalence of which is recognized by a competent authority, or have knowledge of the applicable legislation and ten years of relevant experience in carrying out the functions of the Tribunal.

## SELECTION CRITERIA

The committee will take the following criteria into consideration in evaluating the candidates: the candidate's personal and intellectual qualities; the candidate's experience and the relevancy of that experience in relation to the duties of the Tribunal; the extent of the candidate's knowledge of the field of activity and the candidate's ability to carry out adjudicative functions; the candidate's judgment, open-mindedness, perceptiveness, level-headedness, decision-making and expressive abilities; and the candidate's conception of the duties of a member of the Tribunal. Although French is the language of work, knowledge of the English language is required for certain positions. Such knowledge will, therefore, be considered to be an asset.

## HOW TO APPLY

To apply, go to the Secrétariat aux emplois supérieurs website at [www.emplois-superieurs.gouv.qc.ca](http://www.emplois-superieurs.gouv.qc.ca) and click on [Postes offerts](#). You will be asked to answer a series of questions and provide copies of documents proving that you meet the specific eligibility criteria.

**You must provide information on all of your previous work experience so the selection committee can determine its relevance. Please provide detailed information on your legal expertise.**

Applications must be submitted **no later than September 14, 2018 at 4:30 p.m. (Eastern Time)**.

## ADDITIONAL INFORMATION

For more information about the position, please call 514 864-2362 or 1 800 361-9593.

If you are unable to apply online or you have difficulty with the website, please call or write to the Secrétariat aux emplois supérieurs. Contact information can be found in the [Nous joindre](#) section of the website.

Please note that only candidates who submit complete application files before the deadline will be considered.

**Notice to candidates:** your application, documents and related information are confidential.

## USEFUL LINKS

You may also consult the website of the Tribunal at [www.tat.gouv.qc.ca](http://www.tat.gouv.qc.ca), the *Regulation respecting the procedure for the recruiting and selection of persons qualified for appointment as members of the Administrative Labour Tribunal and for the renewal of their term of office* (chapter T-15.1, r. 1) and the *Act to establish the Administrative Labour Tribunal* (chapter T-15.1). The Tribunal encourages women, aboriginal peoples, members of visible minorities, members of ethnic minorities and handicapped persons to apply. To read the *Act respecting equal access to employment in public bodies*, see the website of the Commission des droits de la personne et des droits de la jeunesse at [www.cdpdj.qc.ca](http://www.cdpdj.qc.ca).

Québec 