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JOB POSTING

EXTERNAL JOB POSTING:
OFL DIRECTOR OF HEALTH, SAFETY AND ENVIRONMENT (LEAVE)
DEADLINE TO APPLY: NOVEMBER 12, 2026, 4:00 p.m. EST

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.

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 a Director of Health, Safety and Environment (Leave), directing policy and action in a provincial organization committed to social and economic justice. The successful candidate will begin in December 2026, and report to the President of the OFL.

The qualified candidate will have:

- Completed post-secondary education, labour education or equivalent work experience;
- 6-10 years of leadership experience working in occupational health and safety and workers' compensation;
- A solid understanding of labour issues related to the environment, including environmental racism and a commitment to environmental activism;
- An understanding and knowledge of provincial issues relating to health, safety and the environment, including primary and secondary disability prevention principles and knowledge of Ontario's workers' compensation system;
- An understanding and knowledge of the labour movement, working class issues and the role of unions in our workplaces, communities, country and international solidarity;
- An understanding of the OFL structure, including provincial affiliated unions, provincial and territorial federations of labour and regional labour councils;
- The ability to be a self-starter and work independently;
- Excellent research, writing and presentation skills;
- Ability to conduct research on specific issues and prepare a wide range of materials, from government submissions to popular education;
- Experience in developing, directing, and overseeing issue-based campaigns;
- Demonstrated ability to direct staff within a unionized work environment;
- Excellent organization, communication, and project-management skills;
- Demonstrated ability to apply an equity and human rights lens to all aspects of work;
- A driver's license and car; and
- Experience in the labour movement in a staff or elected position or in a not-for-profit environment.

*The ability to work in both English and French (written and oral) will be considered an asset.

The successful candidate will oversee a variety of areas related to the OFL's occupational health, safety and environment files including:

General Responsibilities:

- Developing, directing, and overseeing the OFL's work on all issues related to health & safety, workers compensation and the natural environment;
- Working collaboratively with other OFL portfolios, affiliated unions, the CLC Health, Safety & Environment director, provincial & territorial federations of labour, regional labour councils, and community partners such as the Workers Health and Safety Centre (WHSC), Occupational Health Clinics for Ontario Workers (OHCOW), and the Workers' Health and Safety Legal Clinic;
- Supporting the work of OFL officers in the development and implementation of OFL policy as it relates to workplace health & safety and injured workers, environmental sustainability, climate change, and a just transition for workers and communities affected by the shift to a low-carbon economy;
- Overseeing research and policy development in all areas related to workplace health and safety, workers' compensation and the natural environment, such as:
    - occupational health & safety, hazard prevention, standards and enforcement, workers' compensation, return-to-work, duty to accommodate, mental health at work, and workplace disability rights, environmental sustainability, environmental protection, sustainable development, workplace pollution, domestic and international standards and enforcement, climate change and a just transition;
- Organizing provincial conferences, events and forums related to health and safety, workers' compensation, environment, and climate change;
- Supporting the work of the OFL Health & Safety Committee, Section 21 Health & Safety Committee, and OFL Workers Compensation Committee;
- Supporting the popular education program for workers pertaining to secondary disability prevention;
- Strengthening links between labour activists and disability activists, particularly those within the injured worker community and environmental activists and Indigenous communities affected by climate change;
- Representing the OFL at all levels of government pertaining to health, safety, and the environment;
- Researching, writing, and presenting submissions to government;
- Analyzing and responding to government legislation, policy, regulations, and recommendations;
- Advising on and participating in advocacy, lobbying, and working with the provincial government and other national and international institutions, as required;
- Promoting, influencing, advocating, and monitoring provincial, national and international standards and conventions relating to health, safety, and the environment; and
- Other duties as assigned.

Full-time, 12-month contract to cover a maternity leave, working in person out of the Federation of Labour office in North York, Toronto. The successful candidate is covered under the COPE 343 Collective Agreement, with a weekly salary of $2,402.17 weekly or $124,912.84 annually, including COLA plus benefits.

Applications, including a cover letter and resume, can be sent to OFL President at careers@ofl.ca.

Applicants are asked to reference “OFL Director, Health, Safety and Environment (LEAVE)” in the subject line of their email application.

The deadline to apply is November 12, 2026, at 4:00 p.m. EST.

Only successful applicants will be contacted.

DATE POSTED: **October 29, 2026**
REMOVAL DATE: **November 12, 2026**

LAURA WALTON
President

AHMAD GAIED
Secretary-Treasurer

MICHAEL HAMILTON
Executive Vice-President

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