



Construction Employers Coordinating Council of Ontario

Executive Director

Construction Employers Coordinating Council of Ontario (CECCO)

The Construction Employers Coordinating Council of Ontario (CECCO) is a prominent organization representing Ontario's government-legislated Employer Bargaining Agencies. CECCO is committed to being the collective voice of management in the unionized Industrial, Commercial, and Institutional (ICI) construction sector. Our mission is to help members remain competitive in a constantly evolving industry. We envision a future where management and labour collaborate to drive progress in Ontario's unionized construction landscape.

Position Overview

CECCO is seeking a dynamic and strategic Executive Director to lead the implementation of the Council's strategic priorities. In this key leadership role, you will strengthen coordination among Employer Bargaining Agencies, enhance member engagement, and promote collaboration across the industry to advance unionized ICI construction in Ontario.

Key Responsibilities

- **Leadership & Operations:** Oversee the day-to-day operations of the Council, ensuring alignment with strategic goals.
 - **Stakeholder Engagement:** Cultivate and strengthen partnerships across the construction sector.
 - **Industry Influence:** Elevate CECCO's profile as a leading voice for management in Ontario's unionized construction industry.
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Main job duties

Coordination of Employer Bargaining Agencies:

- Coordinate the EBAs on a continuous basis, providing advice, resources, and support leading up to and during provincial collective bargaining.
- Significantly improve the negotiation and administration capabilities of EBAs through comprehensive support, resources, and strategic guidance.

Labour Relations & Government Relations:

- Prepare and implement a coordination plan leading into negotiations, including a labour negotiation training course, an all-trade negotiation update meeting schedule, and the development of internal and external communication strategies for EBAs.
- Meet regularly with labour counterparts to discuss mutual items of interest and concerns.

- Determine items of legislative interest to both labour and management and oversee the preparation of submissions to the government.
- Jointly attend meetings with government officials, primarily Cabinet Ministers or Deputy Ministers.
- Establish a working relationship with Ontario Government Ministries, primarily the Ministry of Labour, Immigration, Training and Skills Development, as well as the Ministry of Infrastructure at both the elected official and civil servant levels.
- Participate on an ad-hoc basis with Skills Trades Ontario, Ontario Labour Relations Board, Infrastructure Health and Safety Association, Ministry of Finance, Solicitor General, and the Premier's Office.
- In collaboration with the Provincial Building and Construction Trades Council of Ontario (PBCTCO), lobby the Ministry of Labour, Immigration, Training and Skills Development (MLITSD) to establish a unionized construction advisory committee.

Industry Engagement:

- Participate with industry partners on initiatives that impact the EBAs, such as workforce forecasting, education, and market share strategies.
- Participate in the National Construction Labour Relations Council's bi-annual meetings and assist with the planning of their National Conferences.
- Participate as a member of the Ontario Tripartite Labour Resource Council.
- Participate as an active member of the Ontario Construction Users Council.
- Develop a social media program working with the PBCTCO and the Ontario Construction Secretariat (OCS) to promote the use of unionized contractors.
- In compliance with Provincial legislation participate as a non-voting member of the Ontario Construction Secretariat Board of Directors.

Strategic Initiatives:

- Provide support and guidance to EBAs on matters affecting labour relations and employment standards.
- Work to enhance CECCO's public image as a leader in the construction industry through strategic communications and media relations.
- Contribute to talent development by investing in developing the next generation of EBA leaders through mentorship and leadership development programs.

General Management:

- Manage day-to-day business activities of CECCO.
- Draft agendas and compile meeting packages, determining the content for Executive, Council, and ad-hoc Committees meetings. Draft the minutes for all CECCO meetings.
- Field member inquiries on topics such as collective agreements, labour relations, and employment standards.
- Manage CECCO's social media presence and member communications.
- Participate in members', affiliate members', and other industry participants' functions.

- Enhance CECCO's public image.
 - Enhance CECCO's use of technology for communications and data management.
 - Prepare and present the yearly budget.
 - Oversee and monitor one part-time staff member regarding invoicing, bill paying, revenue and expense statements, investment statements, and aging reports.
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Ideal Candidate Profile

The successful candidate will bring a strong executive presence, exceptional interpersonal skills, and the ability to earn the confidence of stakeholders across the construction landscape. Core attributes include diplomacy, integrity, and a strong work ethic.

Additional qualifications include:

- Proven leadership experience with a collaborative and results-driven approach.
 - Excellent communication and presentation skills, with the ability to clearly convey complex concepts.
 - Strong relationship-building and networking skills across diverse industry stakeholders.
 - Knowledge of strategic planning with a commitment to organizational excellence and accountability.
 - Ability to remain neutral and represent the collective interests of the industry.
 - Skilled in guiding consensus among members while respecting diverse perspectives.
 - Knowledge of the unionized construction sector is a strong asset.
 - Financial literacy, including budgeting expertise.
 - Familiarity with collective agreements, the Labour Relations Act, and the Employment Standards Act is preferred.
 - Proficiency in Microsoft Office, Zoom, and calendar management.
 - Strong organizational skills and ability to do administrative tasks such as coordinating and setting up meetings.
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What CECCO Offers

- Competitive compensation package
 - Hybrid and flexible working environment
 - Ongoing professional development opportunities
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How to Apply

Please submit your resume and cover letter to CECCO at: admin@cecco.org

Application Deadline: July 25, 2025