

Position Announcement

Rhode Island School of Design (RISD) a college and museum in Providence, Rhode Island invites inquiries, nominations, and applications for its director of labor relations. This is an on-site leadership role.

RISD is a nonprofit college and museum founded in 1877 in the city of Providence, Rhode Island. Today 2,518 students from 57 countries engage in 44 full-time bachelor's and master's degree programs, supported by a committed faculty and a worldwide network of more than 33,000 alumni. Started by a group of women well before any woman had the right to vote in the United States, RISD has always embraced art and design's capacity to stoke curiosity and spur progress. RISD's exceptional faculty foster student growth and development in extensive specialized facilities, enabling students to become confident, cross-disciplinary thinkers, and nimble problem-solvers ready to confront the complexities of global practice in the 21st century.

Reporting to the vice president for human resources, the director of labor relations will lead RISD's efforts to develop and manage labor relations strategies within a complex and dynamic academic environment. The director of labor relations collaborates with senior leadership to recommend and formulate labor strategies and define and carry out labor priorities for RISD.

The director represents RISD as the central point of contact for collective bargaining for nine union contracts.

For salary information, please contact Julie A Leos.

QUALIFICATIONS

Knowledge of labor laws commensurate with a Juris Doctor (JD) or alternate advanced degree and a minimum of eight years related experience, or an equivalent combination of experience and education are required. A JD degree is preferred.

In addition to the qualification listed above the candidate should have:

- Significant experience in labor and employment law, which includes extensive experience negotiating multiple collective bargaining contracts, preferably in a higher education setting.
- Demonstrated success building and maintaining an effective labor relations program, which encourages productive relationships with labor organizations and supports the organizational mission and goals.
- Strong knowledge of labor laws and regulations and conflict resolution, with a focus on equity and inclusion.
- Excellent negotiation, communication, collaboration, and interpersonal skills with demonstrated ability to engage diverse stakeholders.
- Proven ability to effectively manage complex labor relations issues while promoting an inclusive workplace culture.

- Excellent written and verbal communication skills and demonstrated experience in contract and policy writing are required.
- Proven ability to be an engaged, and visible campus partner.
- Ability to lead with high integrity, discretion, commitment to confidentiality, ethical standards, and professionalism.

APPLICATION AND NOMINATION

Rhode Island School of Design (RISD) has selected Spelman Johnson, a leading executive search firm, to assist with leading this search. Review of applications will begin May 26, 2025, and continue until the position is filled. Submit a resume and cover letter via <https://spelmanandjohnson.com/position/director-labor-relations/>

- Contact Julie A. Leos at jal@spelmanjohnson.com for confidential inquiries.
- Applicants needing reasonable accommodation to participate in the application process should contact Spelman Johnson at 413-529-2895 or email info@spelmanjohnson.com

Visit the Rhode Island School of Design website at <https://www.risd.edu/>

Equal Employment Opportunity has been, and will continue to be, a fundamental principle at RISD, where employment actions are based upon personal capabilities and qualifications without unlawful discrimination because of race, color, religion, sex, age, national origin, disability, veteran status, sexual orientation, gender identity or expression, genetics, or any other protected characteristic as established by law.

We also are committed to the understanding that cultural, ethnic, intellectual, and other diversity among our applicants and employees will positively contribute to enriching the College environment. We therefore make efforts to ensure that our employment opportunities are known widely and that full consideration is given to all qualified candidates and employees.