

Market Supplement Specialist

The Saskatchewan Association of Health Organizations Inc. (SAHO) is a non-profit, non-government association which provides services to Health Sector Employers throughout the province.

As the designated employers' bargaining agent for health sector employers, SAHO leads collective bargaining and interpretation, arbitrations, classification, job evaluation, data analytics and compensation services through representation of provincial health sector employers.

Thank you to all applicants for your interest in SAHO. We will contact only those selected for an interview.

The Saskatchewan Association of Health Organizations Inc. (SAHO) requires a full-time Market Supplement Specialist. Reporting to the Executive Director, the Specialist is responsible for leading all activities related to the SAHO Provincial Market Supplement Programs, providing strategic leadership, expert guidance, and operational oversight from a province-wide perspective. This position ensures that market supplement processes, reviews, and negotiations are carried out in alignment with collective agreement provisions and supports consistency, accuracy, and timeliness in the review and implementation of market supplements across all programs.

Key Responsibilities

- Chair monthly Market Supplement Committee (the "Committee") meetings, reviewing annual files and new submissions in line with collective agreement provisions.
- Provide guidance to the Committee on criteria, adjudication processes, and strategic considerations.
- Oversee data collection, analysis, and interpretation to support evidence-based recommendations.
- Serve as chief spokesperson in negotiating market supplements on behalf of the employer.
- Draft, finalize and distribute Market Supplement Reports for the Committee.
- Coordinate implementation of new or updated market supplements, including communications, wage adjustments, and retroactive pay.

The successful candidate will possess:

- A minimum of 1-3 years' experience in data analytics, research and/or Labour Relations. Previous experience acting as an employer representative in a unionized environment is preferred.
- Bachelor's degree in business administration with a preference for a major in Human Resources.

This position is classified at pay band 5 with a salary range from \$76,638 - \$99,629 (2022 rates) annually plus a comprehensive benefits package. The position is located in Regina.

Please apply in confidence by **January 4, 2026**, to Heather Whiting, at **heather.whiting@saho.ca**.

Prior to being offered the position with SAHO, the selected candidate will be required to complete a criminal record check.