

GENERAL ATTORNEY (SENIOR DISPUTE RESOLUTION SPECIALIST)

Washington, DC

Application Deadline: 12/28/2015

FEDERAL LABOR RELATIONS AUTHORITY - DC

<http://www.flra.gov>

Date Posted: 12/11/2015

Job Type: ATTORNEY

Schedule Type: Full Time

Practice Areas: Administrative Law, Alternative Dispute Resolution/Negotiation/Mediation

Job Description

The Federal Labor Relations Authority (FLRA) is an independent administrative federal agency created by Title VII of the Civil Service Reform Act of 1978 (also known as the Federal Service Labor-Management Relations Statute) (the Statute), 5 U.S.C. §§ 7101-7135. The Statute allows certain non-postal federal employees to organize, bargain collectively, and participate through labor organizations of their choice in decisions that affect their working lives.

The mission of the FLRA is to promote stable, constructive labor-management relations in the federal government by resolving and assisting in the prevention of labor-management disputes in a manner that gives full effect to the rights of employees, unions, and agencies.

The FLRA ranks #2 among all small agencies in the Employee Engagement, Global Satisfaction, and New IQ indexes of the 2015 Federal Employee Viewpoint Survey. And the FLRA ranks #3 among all small agencies in the 2015 Best Places to Work in the Federal Government rankings, with #1 rankings in the categories of Effective Leadership, Pay, Strategic Management, Teamwork, Training and Development, and Performance-Based Rewards and Advancement; as well as a #2 ranking in Employee Skills-Mission Match. These results demonstrate the FLRA's commitment to empowering and developing a highly engaged and effective workforce to serve the American people.

The FLRA Collaboration & Alternative Dispute Resolution Office (CADRO) is recruiting to fill the position of General Attorney (Labor), with the functional title of Senior Dispute Resolution Specialist (SDRS). CADRO improves mission performance, quality of employee work life, and essential workplace relationships within agencies regulated by the FLRA. CADRO does so by providing alternative dispute resolution (ADR) and related services to resolve complex, significant, sensitive, and controversial labor disputes, as well as providing facilitation and training services to repair and improve critical labor-management relationships and grow essential collaborative workplace cultures.

The SDRS works under the direction of CADRO's Director, serving as an ADR technical expert, practitioner, mentor, trainer, coach, process advocate, and policy advisor in these functional areas. The successful candidate is required to have a law degree acquired through and American Bar Association (ABA) accredited school of law and membership in good standing of the bar of a state, a United States territory, the District of Columbia, or the Commonwealth of Puerto Rico.

The SDRS serves as an impartial third party providing a broad range of ADR services for all agencies and unions within the FLRA's jurisdiction (approximately 1.1 million federal employees in 2200 bargaining units). The SDRS is assigned among the most difficult dispute resolution cases as well as complex and sensitive facilitation and training

cases, and must exercise broad latitude and discretion in planning and carrying out assigned workload with a high degree of integrity and independence. The SDRS often leads teams that perform research and gather information to understand the overall legal and pragmatic context of each case. As a technical expert in workplace dispute resolution, the SDRS develops and implements methods and procedures to promote appropriate dispute resolution processes and to encourage the resolution of disputes as an alternative to litigation.

The SDRS also serves as a critical resource in developing, designing, and delivering training concerning ADR, the establishment, and repair of cooperative labor-management relationships, communication skills, growing collaborative workplace cultures, collective bargaining, and interest-based problem solving. The SDRS assists with ongoing planning, analysis, and modification of the FLRA's ADR programs; plans and completes assignments; resolves complicated conflicts that arise; interprets policy; and determines the best approach to expedite timely and satisfying solutions that help achieve the mission of the FLRA.

The SDRS is responsible for maintaining a current knowledge of labor-management relations, the FLRA Statute, and related laws, rules, procedures, regulations, and case law. The SDRS can be assigned to cases and projects nationwide, and must be available for travel, as required.

Qualifications

To minimally qualify for General Attorney (Labor) at the GS-14 level, applicants must meet at least one of the following by the closing date of this announcement:

- Current or former federal employee applicants - Must possess a J.D. from an ABA-accredited law school and have at least 52 weeks of specialized experience at the GS-13 grade level or equivalent in the federal service.
- Non-federal employee applicants - Must possess a J.D. from an ABA-accredited law school and have at least four years of professional legal experience, including three years of specialized experience.

Qualifying specialized experience is typically progressively responsible experience in the following areas:

- Interpreting and applying the Federal Service Labor-Management Relations Statute.
- Serving as an impartial third party.
- Applying ADR techniques and methods such as mediation
- To resolve workplace disputes
- To help parties understand the basic nature of workplace disputes, the issues involved, interests of key stakeholders, and facilitate interactions, and successful resolutions, particularly in labor disputes arising out of negotiability petitions, unfair labor practice complaints, and exceptions to arbitration awards
- Facilitating complex and sensitive matters for various levels of individuals and groups
- Providing employees, managers, and representatives with information, skills, and technical assistance with dispute resolution processes

Developing, designing, and delivering training concerning:

- ADR
- The establishment, maintenance, repair, and improvement of collaborative labor-management relationships
- Communication skills
- Growing collaborative workplace cultures
- Collective bargaining skills; and
- Interest-based problem solving

You will receive credit for all qualifying experience, including paid and volunteer experience. Volunteer work helps build critical competencies, knowledge, and skills that translate directly to paid employment.

The successful candidate must possess the following knowledge, skills, and abilities required by this position:

- Knowledge and understanding of the Federal Service Labor-Management Relations Statute; the decisions, rules and regulations, policies and practices of the FLRA (including the Office of Administrative Law Judges); the

decisions and practices of the Federal Service Impasses Panel; and case processing practices of the FLRA Office of the General Counsel.

- Knowledge and understanding of employment law, labor law, regulations and procedures, especially as implemented in the federal sector, in order to identify legal issues, gather and analyze complex facts, be sensitive to the political dimensions of disputes, and help parties arrive at practical solutions to problems that are often unusual or highly complicated.
- Ability to quickly master new subject matter, processes, and approaches.
- Knowledge of traditional and alternative dispute resolution systems, methods, and techniques to assist parties in adopting their own solutions as an appropriate litigation alternative.
- Expert communication and process advocacy skills.
- Ability to facilitate sensitive, complex, significant matters, sometimes among senior leaders and large groups of labor-management representatives.
- Ability to develop high quality training as well as training aids and written materials, and deliver high quality training to improve parties' ability to make effective labor-management decisions and solve important workplace problems.
- Ability to establish and maintain effective internal and external working relationships, including building and managing project teams, delivering value in collaborative endeavors within and outside of the FLRA.
- Ability to organize, prioritize, and manage workload and related assignments

Salary

107,325.00 - 139,523.00 USD/Year

Language(s): English

Application Instructions:

Apply to the General Attorney (Senior Dispute Resolution Specialist) posting by clicking this link:
<https://www.usajobs.gov/GetJob/ViewDetails/424071200>

Contact Information:

HRD

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