

## **Research Assistant Opportunity Casual Position**

**Start Date:**

**End Date:**

### **Overview:**

This project explores how Canadian governments have increasingly intervened in public-sector collective bargaining, using both legislation and administrative strategies to limit workers' rights. It examines why these interventions occur, how they have evolved since the 1960s, and what they mean for workers today. Through a mix of historical analysis and interviews with negotiators, the research will uncover patterns in government tactics, their political and economic drivers, and their real-world impact on negotiations. The goal is to provide unions, policymakers, and the public with insights that strengthen democratic participation in the workplace and improve negotiation strategies in the face of growing government control.

### **Specific activities include, but are not limited to:**

This project will conduct a five-year mixed-methods study examining how Canadian governments intervene in public-sector collective bargaining. Activities include building a national dataset of legislative and administrative interventions since 1960 and analyzing political and economic conditions surrounding these actions.

The primary job duties for the field research assistant (Research Assistant 2 or GRA 1) will include building out the national dataset. Additional tasks may include literature reviews, drafting reports for proposals and presentations and working on a occupational health and safety dataset as well.

The successful candidate will work with, and directly report to, Dr. Susan Cake at Athabasca University. Dr. Cake will provide adequate training for building out the dataset and any other tasks assigned.

### **Qualifications:**

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- Education in Labour Relations, Sociology, Public Policy, Political Science, or a related social science discipline.
- Demonstrated ability to conduct cross jurisdictional scans of government documents and media stories.
- Strong organizational skills and attention to detail.
- Familiarity with labour relations or collective bargaining is an asset but not required.
- Excellent written and verbal communication skills.
- Ability to work independently.



**Optional Statement:**

This position offers hands-on experience in quantitative research and data management. The successful candidate will gain skills in compiling and cleaning large-scale datasets, and coding legislative and policy variables. These experiences will strengthen competencies in research design, data organization, and evidence-based policy analysis.

**How to apply:**

Qualified individuals are encouraged to submit their application by email to Dr. Susan Cake at [scake@athabascau.ca](mailto:scake@athabascau.ca). Applications should include (as a single PDF file) a brief cover letter that summarizes your skills, interests and experience; a current resume or curriculum vitae; an unofficial copy of your transcript; and the contact information for 1-2 references.

Evaluation of applications will begin immediately and will continue until a suitable candidate is found. All applicants are thanked for their interest in this position; however, only candidates selected for an interview will be contacted.

Athabasca University and the researchers are committed and seek to support equity in employment and research opportunities. We strongly encourage applications from Indigenous people, people of colour, people with disabilities, 2SLGBTQ+ people, women, and other historically marginalized groups. Applicants are welcome, but not required, to self-identify in their letter of application.

For more information on this Research Assistant Opportunity, please contact Dr. Susan Cake.

Hours per week are approximate and may vary based upon activity. This position has a maximum of 40 hours.

Dr. Susan Cake  
[scake@athabascau.ca](mailto:scake@athabascau.ca)