



State of Nevada

Invites you to apply for

Labor Relations Negotiator



THE STATE OF NEVADA

MISSION STATEMENT

The Nevada Way: Empowering the executive branch to provide solution-oriented customer service to residents, businesses, and visitors so Nevada is recognized for its world-class destinations, its innovative and business-friendly economic environment, its quality of life, and its efficiently and effectively run state government.

VISION

Governing with transparency and fiscal responsibility; working with local government, non-profit and industry partners; delivering dependable services to citizens and visitors; and creating opportunities for Nevadans to lead safe, healthy, prosperous, and productive lives.

**“OUR CAPACITY TO
ACHIEVE GREAT DEEDS
WILL NEVER BE IN
QUESTION, BECAUSE WE
WILL FOLLOW THE
NEVADA WAY – NEVER
GIVE UP, NEVER GIVE IN,
AND NEVER STOP
DREAMING.”**



Governor Joe Lombardo
STATE OF THE STATE ADDRESS

The State of Nevada, encompassing over 110,000 square miles, is a land of vast natural beauty, economic diversity, and cultural vibrancy. Known as the “Silver State” for its historic mining legacy, Nevada today is equally recognized for its dynamic cities, rugged outdoor landscapes, and spirit of independence. Anchored by metropolitan hubs like Las Vegas and Reno, Nevada also offers a rich tapestry of rural communities, tribal lands, and open desert that reflect its deep Western roots.

Home to more than 3.2 million residents, Nevada is one of the fastest-growing states in the nation. The state features no personal income tax, a favorable business climate, and year-round recreational opportunities—from world-class entertainment and dining to hiking, skiing, and stargazing beneath some of the clearest night skies in the U.S.

With over 300 days of sunshine annually in many regions, Nevada’s climate ranges from the dry heat of the Mojave Desert to the four-season beauty of the Sierra Nevada. The state is also home to Lake Tahoe, Great Basin National Park, Red Rock Canyon, and more than 800,000 acres of state park land.

Nevada balances innovation and tradition, offering a high quality of life, a growing emphasis on sustainability and technology, and a commitment to preserving the natural and cultural richness that makes the state truly one of a kind.



DIVISION OF HUMAN RESOURCE MANAGEMENT

MISSION STATEMENT:

We provide clear, consistent, and accountable HR services—built on integrity and respect—so Nevada’s workforce can function, grow, and deliver.

VISION STATEMENT:

To be a trusted force behind Nevada’s workforce—driving strategy, solving problems, and building a better state from the inside out.

The Labor Relations Unit (LRU) is responsible for providing expert consultation to State of Nevada public sector employees, State employee representatives, State of Nevada agency representatives, and State agency management in the area of collective bargaining and contract application.

The goal of the LRU is to promote the development and growth of collaborative labor-management relationships within the State and to provide accurate and comprehensive guidance that will empower agency management to make informed decisions as labor challenges arise.

The LRU provides expert advice, technical guidance, training, and policy support to the agencies concerning labor-management and labor relations matters arising within the collective bargaining units.

DHRM SECTIONS:

Agency HR Services

Central Payroll &
Records

Classification &
Compensation

Consultation,
Accountability &
Regulations

Recruitment

EEO

Employee Development

Labor Relations

THE IDEAL CANDIDATE



Join a team where your impact will matter from day one.

WHAT WE'RE LOOKING FOR:

The ideal candidate for the Labor Relations Negotiator position is a seasoned professional with deep expertise in labor relations, collective bargaining, and public sector employment frameworks. This individual brings exceptional leadership, communication, and analytical skills to the role and demonstrates the ability to navigate complex negotiations with integrity, fairness, and strategic foresight.

WHAT YOU'LL BE DOING:

The Labor Relations Negotiator serves as the State's principal representative in all matters related to collective bargaining with recognized employee organizations. Operating under the direction of the Division of Human Resource Management Administrator, the Labor Relations Negotiator is responsible for developing, coordinating, and executing the State's labor negotiation strategies to ensure fair, lawful, and fiscally responsible labor agreements.

QUALIFICATIONS:

Five or more years of applicable experience with a minimum of three years of supervisory/managerial experience, Associates or above degree preferred, or combination of experience and education.

KEY QUALITIES & COMPETENCIES:

- Proven Negotiation Expertise
- Strategic Thinker
- Legal & Regulatory Knowledge
- Political Acumen
- Exceptional Communicator
- Collaborative Leadership
- Ethical Leadership & Judgment
- Public sector and Nevada labor law experience preferred.
- JD or MPA preferred.

STATE BENEFITS

The State of Nevada offers a wide array of benefits to employees, including:

- **Medical, dental, life, and disability insurance coverage**
 - **Twelve paid holidays per year**
 - **Three weeks of annual leave**
 - **Three weeks of sick leave**
- **Participation in the Public Employees' Retirement System (PERS)**
 - **Access to a tax-sheltered deferred compensation plan**
- **No Social Security contributions (Medicare deduction still required)**
 - **Additional benefits for long-term employees**



The State of Nevada is an equal opportunity employer dedicated to building diverse, inclusive, and innovative work environments with employees who reflect our communities and enthusiastically serve them. All applicants are considered without regard to race, color, national origin, religion or belief, age, disability, sex, sexual orientation, gender identity or expression, pregnancy, domestic partnership, genetic information (GINA), or compensation and/or wages.



APPLICATION & SELECTION PROCESS

Applications will be accepted on a first-come, first-serve basis and will continue to be accepted until the position is filled. Applicants are therefore strongly encouraged to submit their applications as soon as possible. Hiring may occur at any time during the recruitment process. Interested applicants should submit their cover letter, resume, and a list of three professional references to:

Please submit Cover Letter and Resume to:

Maxx Pugne, State of Nevada - Program Officer

Email: maxxpugne@admin.nv.gov

In the subject line please reference: Labor

Relations Negotiator

Phone: 702-486-4528

In your cover letter please indicate how you heard about this position. If you heard about this position through a website, please specify which website.

Thank you!

