

PERMANENT EMPLOYMENT OPPORTUNITY

Director, Business Intelligence *Halifax, Nova Scotia*

About the Workers' Compensation Board of Nova Scotia

Workers' Compensation Board of Nova Scotia (WCB) is the province's provider of workplace injury insurance. We inform and inspire Nova Scotians in the prevention of workplace injury. But if it occurs, we support those whose lives it touches by championing a timely return to safe and healthy work. We also provide caring, compassionate support in the wake of workplace tragedy. Our employees describe the culture as Collaborative, Evolving, Service-Minded and Team-Focused.

About the Role

The Director, Business Intelligence (BI) is responsible for ensuring that BI Service is aligned with the priorities and goals of the WCB's Strategic Plan. The incumbent will oversee the BI Service delivering the efficient prioritization, development and implementation of self-serve reports, corporate KPIs and dashboards that enable the implementation of the WCB's multi-year strategic plan, and annual corporate plans and goals. As Director, lead, coach, and develop a high-performing team, specialized in building, implementing and operating data analytics.

The Director is accountable to produce monthly KPIs and Dashboards to the CTO regarding the effectiveness and risks associated with business intelligence and data management services and initiatives. The incumbent will continuously assess and improve the performance of analytics and reporting solutions, using KPIs, stakeholder feedback, and other appropriate metrics. These may include BI Request backlogs and delivery, project status and data quality metrics. The Director may be called upon the present the BI dashboard/metrics to Senior Executives and the board of Directors.

The Director, BI works closely with key business and stakeholders across the organization to understand business needs to help inform strategic decisions based on insights derived from data repositories. You'll be the subject matter expert when it comes to quantifying and building visibility to the potential impact of initiatives and advising how to measure results and prioritize efforts and resources.

The role oversees the data management strategy and processes, including data intake, new data sources, database design and development, master and reference data management and data quality management that enables broad use of data analytics.

Your Experience & Skills

- Graduation from university with a degree in a relevant field such as Computer Science, Information Systems, Statistics, Business Administration, or a related discipline is typically required.
- A minimum of 10 years' related experience with a minimum of seven (7) years' experience in progressively responsible leadership positions. Significant experience in business intelligence, data analytics, data management or a related field, ideally within a complex organization or government agency. Experience specifically in the insurance or workers' compensation industry would be beneficial.

Application Details

Please email your resume and cover letter to hrdept@wcb.ns.ca by **4pm on February 28, 2025**. In the **subject line of your email, please quote: JV 37-25 EXT Director, Business Intelligence.**

We thank all candidates for their interest. Selected candidates will be contacted to participate in interviews. *Please note:* WCB is required to check all employment references before presenting an offer to the successful candidate.

Diverse & Inclusive Workplace

The WCB Nova Scotia is an equal opportunity employer, committed to an inclusive workplace culture and an accessible work environment where diversity thrives.

The WCB Nova Scotia is the province's provider of workplace injury insurance. Our people are safety champions with a caring, compassionate and can-do-attitude. At the WCB Nova Scotia, every employee is an important contributor to our organization's corporate goals. We strive to advance our inclusive workplace culture by weaving the social, cultural, visible, and invisible differences of our employees into our way of work. We also take inspiration from the diverse communities we serve across Nova Scotia.

We have adopted a foundational Inclusive Workplace Policy that strives to build upon our core values of safety, care and compassion. We stay in practice to increase our cultural competency and strengthen our relationships with community.

The WCB Nova Scotia is committed to an inclusive recruitment process and workplace that is accessible and accommodating to individuals with disabilities and other protected characteristics to support their full participation in the recruitment process and workplace.

Accommodation Request

WCB Nova Scotia is an equal opportunity employer that is committed to working with job candidates and employees to request reasonable accommodation in a confidential manner.

To request accommodation, please contact the Human Resource team by email at hrdept@wcb.ns.ca. All information received will be kept confidential.

To learn more about WCB Nova Scotia, visit www.wcb.ns.ca or connect with us on [LinkedIn](#).