

PERMANENT EMPLOYMENT OPPORTUNITY

Workplace Consultant
Halifax Nova Scotia

About the Workers' Compensation Board of Nova Scotia

The 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

Reporting directly to the Manager, Practice Leadership, the Workplace Consultant will work with organizations to reduce the human and financial impact of workplace injury, applying specific strategies and tactics aimed at influencing people, pathways and processes within an organization.

This role provides leadership, innovation and consultative services to organizations to promote and evaluate effective OH&S and Return-to-Work activities and have a direct impact on the development and promotion of best practice models. Establishing positive relationships across all levels, this role will conduct organizational assessments to evaluate the effectiveness of health and safety and return-to-work programs, initiatives and policies.

Through the delivery of high impact consulting, the Workplace Consultant will coach workplaces to set and achieve attainable, meaningful, measurable and sustainable goals to reduce injury frequency, the duration of injuries and the associated costs of these injuries.

The Workplace Consultant will be responsible for the following:

- Provide leadership, innovation, advisory and consultative services to assigned workplaces to promote and evaluate effective and efficient occupational health and safety activities in the workplace.
- Establish, maintain and promote effective relationships within workplaces working with all levels; including but not limited to, senior executives, managers, and front-line personnel
- Must understand the WCB organizational structure, services, and processes to coach customers to prevent workplace injuries and the promotion of early and safe return to work for injured workers, as a member of a cross function team
- Coach workplaces to develop a framework to conduct workplace health and safety assessments, developing health and safety technical literature, departmental policy and procedures, guidelines and certification standards, and return-to-work programs.

- The Workplace Consultant may require extensive travel, working with selected workplaces individually and/or in a group setting across the province. The Workplace Consultant through the course of their employment may be exposed to many workplace elements that are considered high-risk.

Your Experience & Skills

- A University degree in the sciences or business, preferably with major course work in health and safety management and a combination of both the knowledge/skills required and practical experience.
- Demonstrated understanding of organizational behavior and organizational structure to enable coaching of employer working teams to meet desired outcomes.
- Experience in structured team building and oral/written communication skills are key components of this position.
- A CRSP designation would be a definite asset as would experience in Return-to-work program design.
- Experience representing an organization and working with key stakeholder groups such as government, business, organized labour, and worker representatives is an asset
- Travel is a requirement; candidates must have a valid driver's license and daily use of a dependable, safe automobile.

We offer a competitive compensation package ranging from \$69,723-\$87,095.

Application Details

Please email your resume and cover letter as **one** document **with your name and the job title in the document title** (Microsoft Word format) to hrdept@wcb.ns.ca **by 4 pm on March 22, 2024**. In the **subject line** of your email, please quote competition number: JV 47-24 EXT Workplace Consultant.

We thank all candidates for their interest. Selected candidates will be contacted to participate in interviews (virtual or in-person). 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.