

**Adjudicator
Permanent Position
(Halifax Office)**

About the Workers' Compensation Board of Nova Scotia

By working to keep Nova Scotians safe, healthy, and on the job, and supporting them when their lives are impacted by workplace injury, WCB Nova Scotia is contributing to a safer, stronger province. We provide workplace injury insurance to approximately 19,500 employers and 335,000 workers across the province. Our vision is a Nova Scotia safe and secure from workplace injury.

WCB Nova Scotia is consistently recognized as a Top Employer in Atlantic Canada and Nova Scotia and has also been recognized nationally as a Top 100 Employer and as one of Canada's Most Admired Corporate Cultures.

It's an exciting time to work for the WCB as we undergo a significant business transformation and continue to evolve our service to better meet the needs of those we serve.

Adjudicators are responsible for a broad range of responsibilities centred around managing a medium-Risk claim, under the case management methodology. This includes the initial adjudication of entitlement and setting of initial rates, and adjudicating medium-risk claims. Managing these medium-risk claims to completion, the work of Adjudicators will consist of such elements as determining client eligibility for permanent impairment benefits; monitoring and evaluating claims by developing a action plan; liaising with employers, unions, and service providers including the medical profession, identifying any barriers to an early return to work; where there are barriers, determining appropriate interventions; approval and authorization of services and benefits for injured workers on an on-going basis, including earnings replacement benefits, medical aid and permanent impairment benefits; and, upon completion of active intervention, assessment of entitlement to wage loss replacement, and where wage loss occurs, calculation of award per the Workers' Compensation Act and Workers' Compensation Board policy.

Adjudicators are responsible to adjudicate and/or approval of benefits for injured workers with Medium Risk claims, including those who have a compensable permanent impairment, using actions plans to monitor and ensure that appropriate and effective services are provided to assist clients in their return to the workforce in a timely and safe manner, where appropriate; provision and co-ordination of all services, treatments and benefits for eligible clients, as well as payments to service providers. The ability to adapt to changes in caseloads and/or teams is key to success in this role.

About You

As an ideal candidate, you will thrive in this environment by possessing the following work group competencies: Problem Solving, Communication, Return to Work, Negotiation, Healthcare Coordination, Planning, Relationship Management, Decision Making, Case Coordination and Act Interpretation & Application. In addition to these competencies, you will demonstrate a keen sense of teamwork and a passion for delivering impeccable client service. You will be personable, and energetic, and will have a natural ability to thrive in a fast-paced, people-centered environment, serving a diverse group of stakeholders. You will also be comfortable delivering presentations, mentoring, and coaching others.

As a successful Adjudicator, **you will possess a university degree in health care, education, or social sciences and 2 years** of experience performing medium or complex case management in a decision-making capacity in **patient care, social service, health care, insurance, disability case management, or related environment**. An equivalent combination of a university degree in another area of study and significant additional experience in case management may be considered. Travel is a requirement; candidates must have a valid driver's license and daily use of a dependable, safe automobile.

As safety champions, all employees are responsible for following safe work procedures; using personal protective and safety equipment as required; knowing and complying with all regulations; reporting any illness or injury immediately to their manager; reporting unsafe acts and unsafe conditions; and cooperating with occupational health and safety initiatives. We are a scent-reduced environment. WCB champions safety and promotes a diverse and respectful workplace.

The Offer

We offer a competitive compensation package including a salary range of \$63,239 – \$79,037. Any offer of employment will be conditional upon the completion of all applicable background checks, confirmation of credentials, and a valid Driver's Abstract, the results of which must be satisfactory to the WCB.

Perks of Joining Our Team

- Flexibility/Hybrid work model
- Comprehensive Benefits Plan-
 - Health and Dental Insurance
 - Health Spending Account
 - Life Insurance
 - Long-Term Disability (LTD) Insurance
- Ongoing professional development opportunities
- Employee Referral Program
- A passionate team and a supportive work environment

We thank all candidates for their interest. Selected candidates will be contacted to participate in interviews.

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

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.

We are 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.

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](#).