

## PERMANENT EMPLOYMENT OPPORTUNITY

### Return to Work Specialist *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

The Return to Work Specialist (RTWS) actively collaborates with internal and external stakeholders to achieve suitable and sustainable return to work (RTW) outcomes for routine and comprehensive claims. The RTWS promotes RTW best practices and principles through the delivery of innovative and specialized services to assess and remove barriers and develop effective RTW plans early in the case management process.

Using disability management best practice, the RTWS evaluates, assesses and interprets the claim by gathering information in an expedient fashion. By applying a customer-centric, early intervention approach, the RTWS works closely with internal and external stakeholders to educate and apply evidence-based, industry-supported leading practices that lead to optimal RTW outcomes while promoting the prevention of injury/illness.

This role is responsible for reviewing the claim and determining an optimal RTW approach. The RTWS conducts research, assesses risk factors, identifies barriers to RTW and then formulates innovative RTW plans. This role educates workplace parties on disability management, RTW principles and the benefits of early and safe RTW. The RTWS ensures roles and responsibilities in the RTW process are clearly defined, barriers are removed and plans are set while outlining employer and worker rights and obligations under the Act.

This RTWS is responsible for communicating the plan that enable RTW to all workplace parties, verbally and in writing, and responds to worker and employer requests for clarification specific to return to work plans. The RTWS keeps the Case Worker fully apprised of the plan and services implemented and provides a written summary that outlines the RTW plan.

#### Your Experience & Skills

- A university degree with a specialty focus in nursing, physiotherapy, chiropractics, kinesiology, ergonomics, or occupational therapy.
- 4 years' experience performing medium or complex case management in a decision-making capacity in patient-care, social service, health care, insurance, disability case management, return to work planning, or related environment

We offer a competitive compensation package ranging from \$69,709 - \$87,131.

## 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](mailto:hrdept@wcb.ns.ca) **by 4 pm on April 11, 2025**. In the **subject line of your email, please quote competition number: JV 51-25 EXT Return to Work Specialist**.

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](mailto:hrdept@wcb.ns.ca). All information received will be kept confidential.