

## PERMANENT EMPLOYMENT OPPORTUNITY

### Manager, Practice Leadership *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 to the Director, Employer Performance, the Manager, Practice Leadership, assumes responsibility for leadership, continuous quality improvement and management of core service delivery functions. The focus areas include prevention, return to work and the integration of health services for injured workers and employers throughout Nova Scotia.

The Manager, Practice Leadership is responsible for leading, integrating and evaluating the delivery of workplace consulting, education and ergonomic services within industry to effectively improve safety culture in Nova Scotia while improving outcomes for workplaces.

#### Specific responsibilities include:

- Ensuring return to work (RTW) programming is aligned with best practice and consistency of RTW services in supporting the WCB's vision and strategic plan.
- Ensuring best and consistency of practice, workflow and the enhancement of injury prevention consulting services and RTW programming while supporting the development, implementation and continuous improvement of external education and awareness supports.
- Provides oversight for and is responsible for the execution of WCB's targeted safety incentive programs and the delivery of customized ergonomic and education programs.
- Maintains strong linkages with partners within service delivery and corporate departments to achieve effective application of all practices and quality outcomes.

The Manager, Practice Leadership contributes directly to the delivery of balanced scorecard results in industry while reducing the injury rate and improving return to work success through programs of awareness, education and coaching; delivered to workplaces, interested parties and industry associations within the broad workplace insurance and safety system.

### Your Experience & Skills

- A University degree in Business, Social Sciences, Health discipline, Safety or a related field, **AND**
- Five (5) years' experience in a senior decision-making capacity; three (3) of which involved demonstrated experience in a leadership capacity or role.

**We offer a competitive compensation package ranging from \$90,359 - \$112,951.**

## 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 71-25 EXT Manager Practice Leadership**.

**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.