

PERMANENT EMPLOYMENT OPPORTUNITY

Manager, Return to Work *Halifax, Nova Scotia*

About 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.

As we focus on service improvement and better outcomes for the workforce of tomorrow. Leveraging significant investments in people, processes, and technology over the past several years, we are committed to working differently in the future to drive greater service experience, innovation, opportunity, and outcomes for Nova Scotians.

About the Role

Reporting to the Director, Return to Work, the Manager supports the vision and goals of the organization to improve RTW outcomes and achieve the strategic objectives.

The Manager is accountable for meeting service and performance goals related to Return to Work (RTW) by understanding customer needs while leading and inspiring their team to provide excellent service. They will lead WCBNS's standard return to work practice and ensure the efficient and effective operations of the team which includes all aspects of human resource management related to selecting, developing, leading and managing the performance of the team.

The Manager, Return to Work, assumes responsibility for leadership and management of return to work services for injured workers and employers in the public and private sectors of Nova Scotia.

Expected outputs of the role include:

- Leading and directing the return to work team to create a team of agile, focused and interdependent professionals who will facilitate the achievement of the WCBNS vision, mission, goals and objectives.
- Develop, implement and maintain an active human resource departmental plan aligning with the corporate human resource strategic plan. Hire, manage, develop and oversees staff; including performance management.
- Identify, develop and maintain appropriate external strategic relationships to improve return to work.
- Create an environment that embodies, supports and promotes a workplace safety and return to work culture that prevents work disability.
- Manage resources, administrative costs and financial costs to ensure ongoing efficiencies.
- Liaise with other teams to identify best practice or innovation opportunities, explore new ideas and share learning.

About You

As a successful Manager, **you will possess a university degree in health, sciences, social sciences, business, public or health administration and a minimum of five (5) years' experience in a senior decision-making capacity; three (3) of which involved intensive experience in leadership/management capacity.** In addition, you have experience in building inter and cross departmental partnerships, negotiation, project management, strategic leadership, and leading teams are essential for this position. Completion of sector recognized professional programs in strategic leadership/management is an asset.

Application Details

Please email your resume and cover letter to Recruitment@wcb.ns.ca by **4pm on March 21, 2025.** In the **subject line** of your email, please quote competition number: **JV 29-25 Manager, Return to Work.**

The Offer

We offer a competitive compensation package ranging from \$90,359 - \$112,951. 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 Recruitment@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](#).