



EXTERNAL JOB POSTING

Date:	June 3 rd , 2021
Position:	Advocate (WCB and LTD)
Department:	Disability Management
Status:	Regular / full-time
Salary:	Per HSA/HSASU collective agreement
Start Date:	On selection of the successful candidate
Responsible to:	Membership Services Coordinator - Disability Management

To support employment equity at HSA that reflects the diversity of the HSA membership and of our province, women, visible minorities, workers of colour, Indigenous Peoples, persons with disabilities, persons of diverse sexual orientation, gender identity or expression (LGBTQI2S+), are encouraged to apply for positions with the HSA.

Position Summary

Under the general direction of the Membership Services Coordinator - Disability Management, the Advocate will:

- (a) represent HSA members in matters arising from worker's compensation claims and serve as an internal resource to senior staff on issues related to worker's compensation; and
- (b) represent HSA members and assist stewards with respect to issues arising from Long Term Disability claims and appeals.

Duties and Responsibilities

- Manage member cases involving Workers' Compensation claims, prepare and present member appeals to the WCB
- Act as a resource to union staff colleagues on matters regarding WCB regulations and claims
- Liaise with counterparts in other unions, health care organizations and the WCB to keep informed of developments in the WCB field
- Represent members as necessary in Long Term Disability appeals, including requisitioning and interpreting medical reports, identifying and tendering relevant evidence, and preparing lengthy and comprehensive written submissions
- Act as a resource to union staff colleagues on matters regarding multiple LTD plans
- Perform other related duties as assigned

Qualifications and Requirements

- Candidates must have significant experience in WCB advocacy. Specifically, candidates must possess one of the following:
 - An undergraduate degree in a related discipline and a minimum of seven years' recent experience in WCB advocacy; or
 - A law degree and a minimum of five years' recent experience in WCB advocacy.
- Demonstrated experience in:
 - Collective agreement administration
 - Conducting disability claims management and appeals
 - Liaising effectively with various stakeholders
- Extensive knowledge and understanding of:
 - Human rights legislation
 - Privacy legislation
 - Relevant arbitral jurisprudence
 - Integrated disability management programs, and disability benefit programs
 - Government, community and other resources available to disabled employees
- Outstanding written, verbal and presentation skills
- Excellent listening skills and capacity for empathy
- Solid communication, organizational and conflict resolution skills in order to effectively drive positive case management outcomes
- Ability to handle high pressure workload, problem solve difficult cases, and negotiate potentially contentious situations
- Proven analytical and problem-solving skills
- Excellent time management, prioritization and follow-up skills
- Commitment to trade union principles
- Possession of a valid BC Driver's Licence and vehicle is required
- Ability to travel throughout province as required

Closing Date: Sunday, June 20th, 2021

**Please forward applications
which includes a cover letter & resume by e-mail:**

To: Josef Rieder

Director of Human Resources

Health Sciences Association

via e-mail at: jrieder@hsabc.org