



## Disability Case Manager

**Salary: \$90,000 - \$100,000 + bonus**

**Location: Vancouver (YVR), Victoria (YYJ), Abbotsford (YXX), or Kelowna (YLW) Airports.**

Paladin Airport Security Services is hiring for **two disability case management positions**. This is a unique opportunity to make an impact by building and developing a dedicated return-to-work, and injury and illness management program. One position will support occupational disability management; the other will support non-occupational disability management.

Reporting to the Occupational H&S (OH&S) Manager or Director, People & Culture, the Disability Case Manager will be responsible for developing, implementing, and leading either the occupational or non-occupational injury and illness management program for the Pacific Region. This includes overseeing all claims and facilitating safe and timely return-to-work (RTW) outcomes after workplace injuries.

### Key Responsibilities

- Develop and implement a structured case management and graduated return to work framework for either occupational or non-occupational illness or injuries.
- Develop and implement a structured case management and graduated return to work framework
- Actively facilitate transparent communication with all key stakeholders, including employees, management, unions, People & Culture, workers compensation boards, health services, and, if applicable, insurance representatives
- Evaluate functional capabilities and liaise with management to assess the Company's ability to provide suitable, safe and productive modified work
- Conduct Ergonomic and Worksite Assessments to support safe job accommodations
- Promote compliance with occupational health & safety regulations that pertain to the management of workplace injuries and return to work planning
- Review job/physical demands and develop tailored return-to-work plans in collaboration with employees, physicians, unions, and management
- Provide training and education to frontline staff and managers with respect to their responsibilities within Illness & Injury Management
- Research, develop, and implement vocational plans to support employees who cannot be accommodated locally, including job searches and transitional work placements
- Travel to worksites throughout the province occasionally on an as-needed basis.
- Other duties as required

### Requirements

- Post-secondary education related to Illness & Injury Management (Kinesiology/Ergonomics preferred).
- 5+ years managing complex workers' compensation claims or complex workplace accommodations and RTW programs
- (Non-Occupational) Comprehensive knowledge of disability management best practices and the duty to accommodate under the Canadian Human Rights Commission.



- (Occupational) Comprehensive knowledge of claims management best practices, workers compensation claims adjudication processes and analyze functional information within the context of the work environment.
- Ability to navigate complex operations and ambiguity to provide clarity to processes.
- Strong knowledge of claims adjudication, occupational health, and legislative requirements.
- Experience in unionized environments strongly preferred.
- Strong communication, problem-solving, and stakeholder management skills.

**Apply now by clicking on your preferred location below!**

These positions can be based out of [Vancouver \(YVR\)](#), [Victoria \(YYJ\)](#), [Abbotsford \(YXX\)](#), or [Kelowna \(YLW\)](#) Airports.

**Closing date: January 30, 2026.**

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