

A workplace powered by you

At BC Hydro, we're working towards creating a cleaner and more sustainable future for all British Columbians and need people like you to help us. A career at BC Hydro is meaningful and provides you the opportunity to be part of a talented, inclusive, and diverse team. We offer a healthy work-life balance, competitive wages, a comprehensive benefits package, and training opportunities to support you in your career growth. We're proud to be ranked as one of B.C.'s Top Employers and one of Canada's Best Diversity Employers.

We invite you to join us as we build an even cleaner B.C. We welcome applications from all qualified job seekers. If you're a person with a disability, please let us know by emailing RecruitmentHelp@bchydro.com, as adjustments can be made to help support you in your application process.

HR Advisor – Recovery & Return to Work Advisor

Number of positions: 1

Job Location: Dunsmuir 10

Employment type: Permanent

Region: Lower Mainland

Hours of work: Full-time (37.5 hrs/wk)

Flexible Work Role: Hybrid

Annual salary: \$ 89,900.00 - 113,700.00

What you'll do

This role provides health and recovery coaching to support employees who may be experiencing challenges at work or are off due to illness or injury, as well as facilitating return to work plans to support the recovery of these employees and their full return to the workplace, including suitable accommodations if required. Coaching and return to work facilitation involves working in accordance with Health and Recovery Services processes and policies including but not limited to BC Hydro's Sick Leave Support and Long Term Disability processes, the Stay at Work/Return to Work process for work related injuries, the WorkSafeBC Claims Management process, and the Alcohol and Drug Addiction Treatment Program.

- * Provide support to employees who are recovering from occupational or non-occupational injury or illness, with the goal of enabling them to remain fully functioning at work, or return to work, mitigating further injury and absence.
- * For work related injuries, coordinate with WorkSafeBC and the WSBC Claims Management team to ensure there is quick and clear communication at the point of injury regarding available and suitable modified work to support the employee and mitigate time lost.
- * When required, identify and arrange early intervention and rehabilitation support.
- * Maintain regular contact with employees to support their recovery, and facilitate return to work planning with the employee, manager, HR Business Partner (HRBP), treatment provider liaisons (including addiction specialists), and where applicable, the Union representative and/or WorkSafeBC.
- * Monitor compliance for employees who have completed addiction treatment and returned to safety sensitive roles.
- * Monitor the return to work reintegration plan and provide regular updates to relevant parties as appropriate.
- * Correspond with physicians and treatment providers to obtain functional abilities information, medical updates, and accommodation related information.
- * Identify and arrange for 3rd party objective medical/functional information as required or work with WorkSafeBC to identify and arrange for 3rd party objective medical/functional information.
- * Where required, interpret medical reports and communicate functional information back to the workplace while maintaining privacy and ensuring safety.
- * Keep BC Hydro stakeholders, such as the employee's manager and HRBP, up to date on recovery/case status and prognosis on a bi-monthly basis or as required depending on the case.
- * Maintain up to date case records/documentation on the Health and Recovery Services case management system. Ensure a professional standard of case notes that can be used for the purposes of appeal (WorkSafeBC related) or arbitration if required.
- * Support the ongoing accommodation process and work with WorkSafeBC, the HRBP, Employee Relations and the Union

to facilitate ongoing accommodation for employees whose work restrictions prevent them from returning to their current job.

- * Provide required documentation and reports, as well as participate in regular review meetings both internally and externally.
- * Develop and maintain a list of jobs and tasks available to accommodate employees in roles that are critical and/or difficult to modify. Work with managers to find the right duties for the employees' function.
- * Assist with the development and delivery of education sessions for managers on different aspects the health, recovery and return to work processes for both occupational and non-occupational injury.
- * Provide coaching to managers and HRBP's as they deal with employees exhibiting early signs of health issues in the workplace.
- * Work with Case Managers of the Sick Leave Support and Long Term Disability provider and WorkSafeBC as required.
- * Contribute to the overall mandate of the Health and Recovery Services team by collaborating with other team members and contributing to the development of programs and processes that support the health of our employees and create a healthy workplace environment at BC Hydro.
- * Participate in project work as required to ensure health and recovery programs and processes continue to support our objectives related to providing health, recovery and return to work programs for employees.

What you bring

- * A Bachelor's degree in a health related field (e.g. nursing, occupational health nursing, occupational therapy, kinesiology, physiotherapy).
- * A minimum of 5 years' comprehensive experience delivering disability case management services (or an equivalent combination of experience and specialized education), ideally within an intermediate to large unionized environment. Experience in providing these services in a utility industry is an asset.
- * Strong leadership, interpersonal and relationship building skills and the ability to work with people at all levels of the organization.
- * Superior problem solving skills, effective decision making ability, consulting skills and proficiency with facilitating the resolution of multi-faceted complex issues.
- * Well-developed written and verbal communication, presentation and conflict resolution skills.
- * A high degree of discretion in handling confidential information.
- * Excellent documentation practices related to case management notes and return to work plans.
- * Technical proficiency with MS Office applications and case management software applications.
- * A Class 5 BC Driver's License.

What we offer

- A comprehensive benefits package
- A minimum of 15 paid vacation days
- A lifetime pension
- Flexible work model, depending on your role type
- Training and development courses

For more information on the benefits we offer, visit bchydro.com/benefits.

What else you should know

- * This role requires the ability to drive and travel to different worksites throughout the province.
- * A condition of employment for this job is that you maintain the following requirements in good standing: Driver's License Type = Class 5
- * Location : Vancouver, British Columbia, V6B 5R3

Don't forget to update your Candidate Profile with your current resume and copies of your certifications. This will ensure we have all the necessary information to assess your application without any delays.

Date Posted:

2026-06-30

Closing Date:

2026-07-17

