

VACANCY NUMBER: 44340JF

JOB TITLE: CONSULTANT, EMPLOYEE HEALTH & ABILITIES, FT
STATUS: FULL TIME
DEPARTMENT: CORPORATE HR, OCCUPATIONAL HEALTH & SAFETY
LOCATION: NIAGARA HEALTH
HOURS OF WORK: 75 HOURS PER PAY PERIOD

POSTING DATE: 10 September 2026
CLOSING DATE: 24 September 2026

UNION: NON UNION
WAGE RANGE: \$51.020

THE POSITION IS COMPENSATED ACCORDING TO AN ESTABLISHED WAGE GRID, WITH PROGRESSION THROUGH THE STEPS OCCURRING IN ACCORDANCE WITH APPLICABLE POLICIES UNTIL REACHING THE MAXIMUM OF THE SALARY RANGE.

Join Our Extraordinary Team at Niagara Health!

Niagara Health is a regional hospital system with multiple sites and a growing network of community based and virtual services. We believe every person in our region deserves to live every day of their life in the best health possible and are committed to transforming hospital care in Niagara.

We are seeking a knowledgeable and collaborative Employee Health and Abilities Consultant to join our Occupational Health & Safety team. Reporting to the Manager, Occupational Health & Safety, the Employee Health and Abilities Consultant is responsible for the management of occupational and non-occupational disability claims, including Workplace Safety and Insurance Board (WSIB) claims, workplace accommodations, return to work planning, and employee health-related case management. The successful candidate will partner with leaders, employees, unions, healthcare providers, and other affected parties to support safe, timely, and sustainable return to work outcomes while ensuring compliance with applicable legislation, collective agreements, and organizational policies.

Your Role:

As an Employee Health and Abilities Consultant, you will:

- o Adjudicate and manage occupational and non-occupational disability claims, including Short Term Disability and workplace injury claims, from onset through successful return to work
- o Provide consultation and support regarding medical accommodation requests in accordance with the Ontario Human Rights Code, AODA, and Duty to Accommodate requirements
- o Develop, implement, and monitor individualized return to work and modified work plans that support employee recovery and workplace reintegration
- o Collaborate with employees, leaders, union representatives, healthcare providers, and external partners to facilitate effective case management and disability resolution
- o Coordinate and evaluate medical, psychological, functional abilities, and independent assessments to support disability and accommodation decisions
- o Facilitate return to work meetings and provide guidance to leaders regarding attendance, accommodation, disability management, and employee health matters
- o Maintain accurate documentation and prepare case-related information for appeals, arbitration proceedings, tribunals,

This position is an existing vacancy at Niagara Health. No artificial intelligence is used in the screening, assessment, or selection of applicants. If you believe you have encountered or applied for a fraudulent job posting claiming to represent Niagara Health, please contact hrrecruit@niagarahealth.on.ca

At Niagara Health, we value diversity, equity and inclusion, and welcome applications from all people. We are especially interested in hearing from you if you are excited about being part of a respectful and hard-working team in the beautiful Niagara Region, have a passion for service and excellence in healthcare, have a background or related expertise in the healthcare environment, supporting patient care and providing extraordinary customer-service.

In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code, Niagara Health will provide accommodations through the recruitment process to applicants with disabilities. If selected to participate in the recruitment and selection process, please inform Human Resources of the nature of any accommodation(s) that you may require in respect of any materials or processes used to ensure your equal participation.

At Niagara Health, we are committed to advancing diversity, equity and inclusion. As a part of this work, we collect information on Ontario Human Rights Code grounds and non-Code grounds in order to: hire and retain diverse talent, prevent and/or address systemic barriers to access and opportunity, improve service delivery and programs and advance diversity and inclusion overall. All identification questions are optional and include a "prefer not to answer" option.

and other formal processes as required

- o Monitor trends and identify opportunities to enhance disability management, employee wellness, and return to work outcomes

Who You Are:

We are looking for an exceptional individual who is:

- o Passionate about supporting employee health, wellness, and safe return to work outcomes
- o A trusted partner advisor who builds collaborative relationships with employees, leaders, unions, and healthcare professionals
- o An effective communicator with the ability to explain complex medical, legislative, and disability management information clearly and professionally
- o A problem solver who demonstrates sound judgment, critical thinking, and decision-making skills in complex situations
- o Skilled at managing sensitive matters with professionalism, empathy, confidentiality, and respect
- o Highly organized and adaptable, with the ability to manage competing priorities in a fast-paced environment

QUALIFICATIONS:

- o University degree in Disability Management, Human Resources, Occupational Therapy, Physiotherapy, Kinesiology, Psychology, Sociology, or a related health or social sciences field
- o Current designation as a certified Disability Management Professional in good standing, or commitment to obtain certification
- o Minimum 3 to 5 years of experience in disability management, occupational and non-occupational claims management, workplace accommodation, and return to work programs
- o Working knowledge of the Occupational Health and Safety Act, Workplace Safety and Insurance Act, Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act (AODA), FIPPA, PIPEDA, Regulated Health Professions Act, and other relevant legislation
- o Demonstrated knowledge of return to work, workplace accommodation, and vocational rehabilitation principles, including industry standards and disability management best practices
- o Demonstrated understanding of medical terminology, human anatomy, and the impact of injury and illness on functional abilities and workplace participation
- o Demonstrated leadership, conflict resolution, negotiation, and relationship management skills
- o Excellent organizational, analytical, and time management skills with the ability to manage a high volume of complex cases
- o Strong communication skills with the ability to present information clearly, concisely, and professionally
- o Demonstrated ability to work effectively with diverse groups, utilizing cultural sensitivity, discretion, and sound judgment
- o Understanding of the financial, operational, and legal implications associated with disability and absence management programs
- o Experience working with case management systems, as well as proficiency with Microsoft Office

Why Niagara Health?

At Niagara Health, you will be part of a supportive and collaborative environment that puts people first and values your contributions. We are dedicated to fostering a culture where every team member has a positive experience, feels valued, respected, and empowered to make a difference.

Questions, quoting the job posting number, may be directed to hrrecruit@niagarahealth.on.ca

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