



EMPLOYMENT OPPORTUNITY

Closing Date: 2026/09/28

Disability Management Case Officer Winnipeg, MB

Manitoba Hydro is consistently recognized as one of Manitoba's Top Employers! We are a leader among energy companies in North America, recognized for providing highly reliable service and exceptional customer satisfaction. Join our team of Manitoba's best as we continue to build a company that champions safety, supports innovation, and delivers on our commitment to customer service - while actively fostering a diverse, equitable, and inclusive workplace reflective of the communities we serve.

Great Benefits

- Competitive salary and comprehensive benefits package.
- Defined-benefit pension plan for long-term financial security.
- Nine-day work cycle, typically resulting in every other Monday off to support a balanced approach to work, family life and community.

Position Overview:

Under the direction of the Manager of Occupational Wellness and Disability Management, the Disability Management Case Officer (DMCO) is part of an inter-disciplinary team who provides disability management services to employees and line management when employees are absent for medical reasons and/or require medical accommodations. The DMCO is responsible for requesting and collecting medical information to confirm functional limitations to provide a reasonable accommodation, making referrals as required to support recovery, and facilitate remain at and return to work as early as it is safe to do so.

Responsibilities:

- Provide stakeholders with information about the Disability Management process including the rights and responsibilities of the employee/employer.
- Lead and coordinate the medical accommodation process following the Hierarchy of Return to Work, engaging all relevant stakeholders.
- Review, clarify, and relay medical information in accordance with PHIA.
- Maintain detailed, accurate, and appropriate case management records.
- Provide guidance on accommodation options based on functional limitations
- Help to resolve any concerns or disputes about the Disability Management process and escalate any issues related to non-participation to Human Resources and leader as appropriate.
- Monitor the accommodation process to ensure it is distinct and separate from performance management.
- Act as the liaison with third party insurance providers (WCB, MPI, LTD, etc.).
- Build effective working relationships with line management and HR in support of disability management practices.
- Guide and assist line management in providing employees with reasonable medical accommodations as per the Manitoba Human Rights Code and the Workers Compensation Act and Regulations.
- Coordinate the remain at and return-to-work process, including making any necessary referrals to Occupational Therapy and, the Accommodation Facilitator, or external providers.

Qualifications:

- Minimum four-year degree from an institute of recognized standing, plus three years of directly related experience, two of which are in a disability management capacity;
OR
- A two-year diploma (health major) from an institute of recognized standing, plus five years of directly related experience, three of which are in a disability management capacity.
- Possessing a Certified Disability Management Professional (CDMP) designation and/or Certified Return To Work Coordinator (CRTWC) are considered an asset.
- Strong interpersonal and communication skills with ability to influence and maintain effective working relationships with management and staff throughout the enterprise, as well as with external organizations.

- Demonstrated ability to work with confidential information adhering to PHIA requirements.
- Adaptable and flexible in responding to changes in the environment and business requirements.
- Experience and demonstrated effectiveness in disability management programs and return to work practices.
- Strong written communication skills with experience writing reports and recommendations.
- Familiar with relevant legislation, including PHIA/FIPPA, the Workers Compensation Act, the Human Rights Code, and the Workplace Safety & Health Legislation.
- Demonstrated ability to lead, facilitate, and implement recommendations from cross-functional teams.
- Demonstrated ability to manage multiple cases and requests in tight timelines.
- Possess a valid Class 5 Driver's Licence.

Salary Range

Starting salary will be commensurate with qualifications and experience. The range for the classification is \$40.44-\$55.99 Hourly, \$77,500.02-\$107,279.64 Annually.

Apply Now!

Ready to join a team that energizes Manitoba and puts safety, innovation, and inclusion at the heart of everything we do? Visit www.hydro.mb.ca/careers to learn more about this position and to apply online.

Application deadline: SEPTEMBER 28, 2026.

We appreciate your interest in Manitoba Hydro and thank all applicants. Only those selected for the next stage of the selection process will be contacted.

If you require accommodations during the recruitment process or need this posting in an accessible format, please let us know - we're committed to a barrier-free experience for all candidates.

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