



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

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# Job Board Posting



Careers.Indigenous.Link

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## Disability Management Specialist - Calgary

<b>Job ID</b>	<b>81829-en_US-9952</b>
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=81829-en_US-9952">https://careers.indigenous.link/viewjob?jobname=81829-en_US-9952</a>
<b>Company</b>	Canadian Pacific
<b>Location</b>	Calgary, AB
<b>Date Posted</b>	From: 2020-12-03 To: 2050-01-01

### Description

- Req ID: 81829
- Department: Corporate Risk
- Job Type: 1 Year - Full-Time
- Position Type: Non-Union
- Location: Calgary, Alberta
- Country: Canada
- % of Travel: 0-10%
- # of Positions: 1
- Job Grade: Level 4
- Job Available to: Internal & External
- Deadline to apply: 12/17/2020

Canadian Pacific is a transcontinental railway in Canada and the United States with direct links to major ports on the west and east coasts, providing North American customers a competitive rail service with access to key markets in every corner of the globe. CP is growing with its customers, offering a suite of freight transportation services, logistics solutions and supply chain expertise. Visit [cpr.ca](http://cpr.ca) to see the rail advantages of CP. PURPOSE OF THE POSITION:

- The Disability Management Specialist will facilitate and broker the return to work of ill or injured employees as expeditiously as possible through collaboration with Management, WCB Specialists, Occupational Health Services, Local Return to Work (RTW) Committees, Human Resources, Labour Relations, Workers' Compensation Boards, Benefits, Insurance Carriers, Unions, and required stakeholders while ensuring compliance with applicable legislation and Company Policies;
- As an integral member of the Corporate Risk team, the Disability Management Specialist employs the principles of disability management to actively manage and ensure all disabled employees are provided with appropriate case management to affect an early, timely and safe return to work, reducing lost time and improving productivity, while decreasing financial loss to the organization.

### POSITION ACCOUNTABILITIES:

- Manage the Disability Management program for all employees within their geographic area of responsibility who are unable to return to their regular duties as a result of an occupational or non- occupational illness or injury;
- Establish effective communication between all stakeholders, which includes Senior Operational executives, Human Resources, Health Services, treating Physicians, WCB representatives, Benefit/Insurance carriers, and Senior and Local Union Representatives to ensure proper case management.
- Ensure confidentiality of all sensitive information pertaining to the employees when developing and implementing return to work plans;
- Challenge functional abilities and arrange for Independent Medical Evaluations, Functional Capacity Evaluations, and Occupational Therapy Assessments when necessary;
- Perform Ergonomic Assessments, Worksite Assessments and Body Mechanics training when qualified to do so;
- Consult with the employee, union or association, supervisor, treating physician and other stakeholders on abilities/restrictions, job demands, physical demands analysis, functional abilities forms, and timing of return to work;

- Maintain employee data in the Company's IS system;
- Convene RTW Team and case review meetings as required;
- Ensure appropriate education and support for front line staff in Disability Management program;
- Implement and maintain the Company's accommodation and Job Search process as it relates to employees with a disability who cannot be accommodated within their local work area;
- Provide assistance with inter/intra-departmental transitional work and placements;
- Research and utilize all relevant information, including functional capabilities and restrictions and employee skills to conduct vocational assessments, develop and implement individual vocational plans;
- Manage employees' job search efforts through coaching, training, and other support systems;
- Develop and implement an effective communication strategy for marketing the Disability Management program to all levels of management, unions and employees;
- Make recommendations for resolving cases that cannot be accommodated within the company as per accommodation policy.

#### POSITION REQUIREMENTS:

- Designation in a health or health related profession (i.e.: Kinesiology, Physiotherapy, Ergonomics, Occupational Therapy);
- Formal education in disability management, University degree or equivalent in related field e.g. Post- Secondary Education Diploma with Certificate in Disability Claims Management (CRTWC, CDMP) is an asset;
- Minimum of 3 -5 years' of work experience in disability management, return to work programs, claims management or an equivalent combination of education and experience preferably in union environment is required;
- Working knowledge of Part II of the Canada Labour Code, Canadian Human Rights legislation, Workers' Compensations legislations, return to work principles and disability management practices;
- Experience in an occupational health setting or HR experience would be an asset;
- Knowledge of railway operations and jobs is an asset;
- Ability to work collaboratively with multidisciplinary teams to effectively manage the safe and timely return to work of injured or ill employees;
- Demonstrated exceptional leadership, interpersonal, organizational, verbal and written communication skills;
- Well-developed computer skills required in Word, Excel, Outlook, and HR - IS systems such as SAP;
- Proven ability to establish priorities and meet deadlines and demonstrated ability to work either independently or as part of a team; high tolerance of ambiguity and high initiative;
- Will be required to visit indoor and outdoor jobsites under various weather conditions, wear appropriate Personal Protective Equipment (PPE), and perform required workplace assessments.

#### WHAT CP HAS TO OFFER:

- Flexible and competitive benefits package
- Competitive company pension plan
- Employee Share Purchase Plan
- Performance Incentive Program
- Annual Fitness Subsidy

**ADDITIONAL INFORMATION:**As an employer with national presence, the possibility does exist that the location of your position may be changed based on organizational requirements. **Background Investigation:**The successful candidate will need to successfully complete the following clearances:

- Criminal history check
- Reference check

**Management Conductor Program:**Becoming a qualified conductor or locomotive engineer is the single best way for a management employee to learn the business at CP. You may be required to obtain a certification or to maintain your current certification/qualification as a conductor or locomotive engineer. CP is an equal opportunity employer committed to the principles of employment equity and inclusion. We welcome applications from all qualified individuals. All applicant information will be managed in accordance with the federal Personal Information Protection and Electronic Documents Act ("PIPEDA").

For more information, visit Canadian Pacific for Disability Management Specialist - Calgary