

**Disability Management Supervisor**  
**Teck Highland Valley Copper**  
**Posting Date: June 24, 2024**

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**Closing Date: July 8, 2024**

As Canada's largest diversified mining company, Teck is committed to providing the world with essential resources safely and sustainably. We have a rich history of consistently driving innovation, harnessing cutting-edge technology, and cultivating a dynamic environment that empowers our employees to shape the future.

Reporting to the Superintendent of Support HR, the Disability Manager will oversee the effective management of claims and the supervision of the attendance management program at Highland Valley Copper. This role entails supervising a team, including attendance management coordinators, a Disability Claims Management Coordinator, the modified work centre, and the security team on site. The Disability Manager will ensure that all processes related to injury and disability management and attendance are handled efficiently and in compliance with organizational policies and relevant regulations.

To excel in this role, we seek an individual with exemplary leadership and communication skills, who is a proactive self-starter and adept problem solver. The ideal candidate should be capable of handling confidential information with discretion, possess strong organizational skills, and be able to manage multiple priorities in a dynamic, fast-paced environment. The ability to synthesize and present information clearly to diverse audiences is essential for success in this position.

**Responsibilities:**

- Be a courageous safety leader, adhere to and sponsor safety and environmental rules and procedures.
- Administer and oversee issues related to occupational (WorkSafe BC) and non-occupational disability claims (Self Adjudication or SunLife)
- Coordinate and manage the stay at work (Modified Work Centre), and progressive return to work programs in collaboration with the Collective Agreement or Employee Handbook and Company policy, and assess employee's progress
- Connect with supervisors, treatment providers, and physicians, as well as collaborate with occupational therapists and return-to-work specialists to review medical recommendations and coordinate treatment.
- Provide case summaries and written documentation throughout the life of a claim as required, including WorkSafeBC protests and appeals when needed
- Supervise the site's attendance management program in collaboration with site Supervision
- Support and assist operational departments on the appropriate usage of leave entitlements and benefits administration
- Supervise the security team on site

## **Qualifications:**

- Bachelor's degree in Occupational Health and Safety, or a related field; relevant professional certifications (e.g., Certified Disability Management Professional) preferred.
- Minimum of 5 years of experience in disability/Case management, including supervisory or leadership roles.
- Thorough understanding of disability management principles, legislation, and best practices.
- Strong analytical and problem-solving skills, with the ability to effectively manage complex cases and situations.
- Excellent communication skills, both written and verbal, with the ability to interact professionally with employees at all levels of the organization.
- Proven leadership abilities, including the ability to motivate and inspire a team and foster a culture of collaboration and continuous improvement.
- Proficiency in Microsoft Office Suite and experience with disability management software or case management systems is an asset.
- Experience working in a human resources capacity would be an asset

## **Why Join Us?**

At Teck, we offer more than just a job – we provide a pathway to personal and professional enrichment. With captivating projects set against stunning backdrops, a culture of inclusivity and collaboration, and boundless opportunities to learn and grow, joining us means embracing a fulfilling and dynamic career adventure.

Enjoy a variety of recreational opportunities, such as hiking, skiing, fishing, and golf! The mine site is a 50-minute drive from Kamloops, B.C. which provides all of the comforts of city living. The mine site is also close to Merritt, Ashcroft, and Logan Lake, which all exude a small town community atmosphere.

Teck employees receive access to our total rewards program and comprehensive benefits package that promote physical, mental, financial, and emotional well-being. This includes but is not limited to:

- Annual Performance Bonus
- Profit Share Plan
- Health Spending Account
- Personal Spending Account
- Extended Health Care
- Dental and Vision Care
- Employer Paid Pension Plan
- Life Insurance and Disability Coverage
- Paid Sick Leave, Vacation and Holidays
- Virtual Telemedicine and additional support for overall well-being
- Employee and Family Assistance Program (EFAP)

**Salary Range:** \$103,000 - \$127,000

The actual base salary offered is determined based on the successful candidate's relevant experience, skills, and competencies and considers internal equity.