



SUPERVISOR: EMPLOYEE HEALTH, SAFETY AND WELLNESS

The Children's Aid Society of London and Middlesex has an upcoming vacancy for a permanent Supervisor: Employee Health, Safety and Wellness.

Under the general guidance and direction of the Director, Human Resources and Community Engagement, the Supervisor, Employee Health and Wellness will exemplify the organizational commitment to providing a healthy and safe work environment through program development, engagement, planning, consultation, implementation and evaluation. The Supervisor is responsible for the coordination and administration of the Children's Aid Society of London and Middlesex's (CASLM) employee health and disability management programs and organizational wellbeing strategy. Specifically, this position is responsible for providing oversight and case management for workplace issues and obligations associated with illnesses, disabilities, and workplace injuries. This is inclusive of medical accommodation requests, Short-term illness claims, Workplace Safety Insurance Board (WSIB) claims, and Long-term disability (LTD) claims with a focus on early and safe return to work.

Additionally, this position coordinates a comprehensive Well-being Program in collaboration with the Joint Health and Safety Committee (JHSC) and supports the Wellness Committee to offer employee wellness programs, initiatives, and events to promote and improve overall employee well-being. Further, this position provides technical advice, guidance, direction, and recommendations to management and employees on the interpretation and application of wellness, occupational health, and disability management-related legislation, and the organization's wellness and disability management policies, procedures, and programs. The incumbent is a leader and contributor of organizational safety and an active member of JHSC and will directly supervise the Society's Crisis Prevention Worker and Public Safety Officer positions.

This position works closely with management, union leads, applicable health care providers, WSIB and other third-party administrators on disability case coordination issues. The incumbent will collaborate with the Human Resources team to provide comprehensive cross coverage in applicable functional areas of human resources.

QUALIFICATIONS

- Degree or diploma in Human Resource Management or Occupational Health and Safety or related area (other combinations of education and/or experience may be considered).
- Additional training/certification in case management, occupational health or disability management preferred.
- Strong working knowledge of Occupational Health and Safety Act, Workers Compensation policies and procedures, Human Rights legislation, labour relations and legislation protecting the privacy and confidentiality of medical information.
- Minimum three (3) years related experience in case/disability management and/or occupational health and safety/ human resources field within a unionized environment.
- Knowledge of Child Protection case management and safety planning an asset.
- Demonstrated interpersonal communication, leadership, analytical, and mediation/conflict resolution skills.
- Ability to perform during periods of competing demands, applying strong time management with ability to organize and prioritize work.
- Excellent interpersonal skills with effective communication skills, both oral and written.

- Proven ability to maintain positive interpersonal and collaborative working relationships, focusing on empowerment and respect.
- Ability to understand and manage with complex situations, making independent decisions based on the knowledge of the requirements of the position.
- Ability to work in team environment and develop linkages and partnerships with community and organizational resources (e.g. EFAP, healthcare providers, benefits providers).
- Possesses an Anti-oppressive lens that informs their work including a demonstration of equity practices across Health and Safety programs, practices and policies

Salary: \$82,242 - \$104,964 (2021-2022)

Relevant experience credit provided. Competitive Benefits package available.

Interested candidates with the required qualifications should submit a letter and resume to Ashley Herron, Human Resources Consultant at Ashley.Herron@caslondon.on.ca

The Children's Aid Society of London and Middlesex invites applications from all qualified individuals. CASLM is committed to equity and diversity in the workplace and welcomes applications from women, persons with disabilities, persons of any sexual orientation, members of racialized groups/visible minorities, Indigenous person, and persons of any gender identity or gender expression.

Mandatory COVID-19 vaccination are a requirement for all staff. CAS Human Resources will require evidence of full vaccination prior to an employee's start date. The requirement that successful applicants be fully vaccinated is subject to any accommodation obligations CAS may have under the Ontario *Human Rights Code*.

We are committed to creating an accessible environment for all. Please let us know if you have any accommodation needs. We thank all applicants, however only those considered for interviews will be contacted