

Our priority is the health and wellness of employees and the people of Ontario. As such, this position may involve working from home for part of the duration of this position. The WSIB model mixes working from home, office and field.

About the Workplace Safety and Insurance Board (WSIB)

We're here to help. When an injury or illness happens on the job, we move quickly to provide wage-loss benefits, medical coverage and support to help people get back to work. Funded by businesses, we also provide no-fault collective liability insurance and access to industry-specific health and safety information. We are one of the largest insurance organizations in North America covering over five million people in more than 300,000 workplaces across Ontario. For more information, visit wsib.ca.

At the WSIB, you'll have the opportunity to:

- explore many career paths and follow your passion
- continuously learn and grow professionally
- be recognized for the great work you do
- participate in programs that support your health and wellbeing

You'll also receive a competitive salary, along with a comprehensive benefit package and defined benefit pension plan.

Salary From: \$103,931.71 To: \$129,914.64

Job Summary:

Manage all aspects of the Occupational Hygiene program at the WSIB to provide timely and quality expert scientific advisory services. Provide technical leadership to a team of Occupational Hygiene professionals and manage external service providers.

Promote evidence based decision making within the Occupational Disease and Survivor Benefits Program. Support and advise WSIB Management on issues pertaining to workplace exposures and health hazards. Develop and maintain communication linkages and relationships with internal WSIB partners and external stakeholders.

Major Responsibilities:

1. Lead all activities of the Occupational Hygiene program by:
 - Ensuring timely and quality delivery of expert advisory Occupational Hygiene services to support evidence based adjudication with the Occupational Disease and Survivor Benefits Program.
 - Providing effective leadership to a team of Occupational Hygiene professionals. Identifying resource requirements, conducting the hiring process, allocating work, establishing and monitoring performance objectives, managing performance of individuals and team, providing technical guidance and expertise to staff.
 - Develop, monitor and report on program performance metrics. Identify and resolve issues related to service delivery. Develop program business plans to support branch, divisional and corporate goals and objectives.
2. Ensure continuous improvement and evolution of the Occupational Hygiene program, by:

- Working with the team to ensure identification, development and adoption of new exposure assessment methodologies to reflect the state of the art knowledge in the field of Occupational Hygiene.
 - Continuing to develop scientifically sound and defensible approaches for exposure reconstruction, and keep at the leading edge of scientific development in forensic occupational hygiene.
 - Building knowledge repositories (libraries, databases) that provide insight into historical workplace conditions, exposures and hazards, streamline research efforts.
 - Evaluating, develop and revise work processes to maximize efficiency, effectiveness and quality of service.
 - Identifying new areas of service and growth, as to maximize value of the program to the WSIB.
 - Keeping self and team abreast of new developments in Occupational Hygiene and related areas of scientific disciplines. Engage in ongoing education and development to maintain high calibre professionals.
 - Adjusting and optimising service delivery in response to client needs.
3. As a technical manager, provide strategic advice and support to branch and divisional activities:
- Providing expert advice and professional guidance to on all issues pertaining to Occupational Hygiene and related sciences. Carry out related research and scientific reviews. Make recommendations to Senior Management, as required.
 - Lead, co-ordinate and contribute to key Occupational Disease related projects and initiatives, characterized by complex subject matter and demanding deadlines.
 - Participating with Senior Management in determination of key decision and priorities for the branch.
 - Supporting adjudicative efforts within ODSBP, through development of technical training, guidance documents and adjudicative tools.
4. Develop and maintain effective communications linkages and relationships internally with WSIB management and internal stakeholders (such as occupational physicians, return to work program, and policy branch) and externally with workplace parties and other stakeholders to discuss and resolve issues, exchange information of mutual concern and engage in collaborative work to achieve common goals.

Job Requirements:

1. Education:

- Master's Degree in Occupational Hygiene or equivalent (e.g. Masters in Occupational Health or related Masters in Engineering)
- Professional certification as a Registered Occupational Hygienists (ROH) by the Canadian Registration Board of Occupational Hygiene (CRBOH); or as a Certified Industrial Hygienist (CIH) by the American Board of Industrial Hygiene (ABIH).

2. Experience:

- Leadership and management experience: minimum of 5 years of combined leadership and project management experience, with knowledge and understanding of change management in a complex environment; planning; strategic advice and stakeholder relations. Experience in providing effective leadership in the development of teams and delivery of services.
- Occupational Hygiene (OH) Expertise: extensive knowledge of Occupational Hygiene theory and practice, together with minimum of 5 years of prior professional practice in Occupational Hygiene, characterized by a broad range of experience.
- Core OH competencies: exposure assessment strategies including exposure reconstruction and exposure modeling; air sampling and analytical methods; instrumentation analysis; chemical, biological and physical health hazards (e.g. benzene, mold, radiation, noise); occupational epidemiology, biostatistics and toxicology; work environments and industrial processes;

exposure controls (ventilation, PPE); health risk analysis and communication; occupational health and safety regulation and management systems.

Our commitment to equity, diversity and inclusion

We respect and value the diversity of our people. We strive to create an environment where employees can be themselves and where our differences are celebrated.

The WSIB is committed to being accessible and inclusive, and following barrier-free and accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Should you require accommodation through any stage of the recruitment process, please let us know when we contact you and we will work with you to meet your needs.

Disclosing conflicts of interest

As public servants, employees at the WSIB have a responsibility to act in an ethical way at all times to create a respectful workplace and maintain public trust. Job applicants are required to disclose any circumstance that could result in a real, potential or perceived conflict of interest. A conflict of interest is any situation where your private interests may impair or be perceived to impair the decisions you make in your official capacity. This may include: political activity, directorship, other outside employment and certain personal relationships (e.g. with current WSIB employees, customers and/or stakeholders). If you have any questions about conflict of interest obligations and/or how to make a disclosure, please contact the Talent Acquisition Centre at talentacquisitioncentre@wsib.on.ca.

Privacy information

We collect personal information from your resume, application, cover letter and references under the authority of the Workplace Safety and Insurance Act, 1997. The Talent Acquisition Centre and WSIB hiring parties will use this information to assess/validate your qualifications, determine if you meet the requirements of vacant positions and/or gather information relevant for recruitment purposes. If you have questions or concerns regarding the collection and use of your personal information, please contact the WSIB's Privacy Office at privacy_office@wsib.on.ca. The Privacy Office cannot provide information about the status of your application.

As a precondition of employment, the WSIB requires that prospective candidates undergo a criminal records name check any time before or after they are hired.

Please apply via WSIB Careers Page : <https://www.wsib.ca/en/careers>

To apply for this position, please submit your application by the October 12th, 2023.