

Work with us as an independent, appellate-level adjudicator.

About the tribunal

The [Workers' Compensation Appeal Tribunal \(WCAT\)](#) is an independent, quasi-judicial tribunal established under Part 7 of the Workers Compensation Act (the Act). WCAT decides applications and appeals initiated by parties from decisions made by WorkSafeBC. WCAT makes decisions with respect to compensation claims, employer assessments, occupational health and safety administrative penalty orders, complaints of prohibited action, applications by employers for relief of costs, and applications for certification to court. WCAT has the authority to reconsider appeals and applications in light of new evidence, and common law authority to set aside its decisions when there has been a jurisdictional error.

WCAT is the final avenue of appeal in the workers' compensation system. Decisions rendered by WCAT impact workers and employers in British Columbia. In reaching its decisions, WCAT has a duty to act fairly and impartially in the given case.

Role description

The Vice Chair adjudicates appeals or applications as a single-person panel and, occasionally as a member of a multi-person panel. Appeals are adjudicated based on a review of the worker's or employer's WorkSafeBC file and an oral hearing or written submissions.

The Vice Chair position is responsible for the overall conduct and control of appeals and applications, including the identification and clarification of issues, providing procedural directions, research and evidence gathering, and the conduct of oral hearings. For each appeal, the Vice Chair provides a clear, sound, and timely written decision. Decisions must be based on the merits and justice of the specific case.

Vice Chairs enjoy autonomy as independent decision-makers while benefitting from working in a collaborative, team-based environment. Vice Chairs at WCAT are decisive, detail oriented, collegial, efficient, they value excellence, and are sensitive to the experience of others. They have strong written and verbal communication skills.

Education, experience and skills required

- Related degree and experience, preferably in law or science-based field; or an equivalent combination of progressive and related experience and training
- Minimum of two years' current and related experience in the field of administrative law or workers' compensation with a significant portion of the work involving one or a combination of: investigation/case management of public administration issues; adjudication in a court, tribunal, or board setting or representation of clients in a court, tribunal, or board setting
- Highly developed analytical, communication, interpersonal, organizational, and decision-making skills

Remuneration and benefits

Vice Chairs are paid in accordance with [Treasury Board Directive 1/24](#). The salary range for a full-time Vice Chair is \$158,735 to \$176,775 annually. WCAT is classified as a level 5 tribunal.

The benefits package includes extended health and dental coverage and participation in a defined benefit pension plan along with other programs designed to promote employee health and well-being. For further information about benefits, see section 5.2 of the Treasury Board Directive 1/24.

Additional information

WCAT is hiring several full-time Vice Chair positions. The Vice chairs are initially appointed by the Chair for a term of three years and, after a merit based process, are subject to subsequent reappointment(s) of up to 5 years.

While WCAT's office is in Richmond, B.C., flexible work options are available that allow Vice Chairs to work from all regions of the province. Travel is required for in-person hearings and to meet in the office with staff and tribunal members. We encourage and accept applications from outside of the province; however, successful candidates must reside in B.C. at the time of their start date.

WCAT is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive, and rewarding workplace.

How to apply

Visit [WCAT's News and Updates page](#) to learn more about the Vice Chair role, qualifications, and application process. For specific questions regarding the Vice Chair position or the recruitment process, please contact Corinna Laemmerzahl at WCATRecruit@wcat.bc.ca or at (236) 235-1508.

WCAT will be recruiting more Vice Chairs in 2026 and therefore will not be creating a list of qualified candidates from this recruitment competition.

Closing Date is Wednesday, February 19, 2025 at 11pm.

WCAT is committed to ensuring that reasonable accommodations are available throughout the hiring process, including the assessment and selection stages. Please email the individual or contact listed on the posting if you require an accommodation to fully participate in the hiring process.