

Employment Opportunity

Full-time Review Commissioner

Workers' Compensation Independent Review Board

The Worker's Compensation Independent Review Board (WCIRB) is an independent, quasi-judicial body that hears appeals arising from the decisions of WorkplaceNL. The appeals process is a vital component of the overall workers' compensation system for both employers and workers who sustain workplace injuries in Newfoundland and Labrador. The WCIRB serves as the final level of appeal within this system.

Reporting to the Chief Review Commissioner, the successful candidate will serve as an independent, appellate-level adjudicator. This role involves reviewing applications, claim files and WorkplaceNL decisions, ensuring compliance with the **Workplace Health, Safety and Compensation Act** (the Act) and Workplace NL policies.

The Review Commissioner will preside over review hearings, ensuring a fair and impartial process for all parties while upholding the integrity of the review process. The position carries a comprehensive caseload of sensitive and complex matters and requires the ability to prepare quasi-judicial, unbiased decision based on the merits of each case and within the framework of the Act.

Candidates must be results-oriented, with demonstrated integrity, objectivity, and credibility necessary for adjudicating, coordinating, and overseeing matters before the Independent Review Board. A proven ability to manage deadlines and caseloads is essential. Following hearings or as a result of matters before the Review Division, candidates must produce clear, well-reasoned written decisions that demonstrate analytical skills and attention to detail.

The successful candidate will have experience interpreting and applying legislation or policy, along with an understanding of administrative law, preferably gained in an administrative tribunal, arbitral or panel environment. Experience administering statutes related to labour and employment, human rights, occupational health and safety, or related fields would be an asset. Sound judgment is required to render complex and sensitive decisions based on statutory requirements and legal principles.

Well-developed organizational skills are necessary to manage a diverse workload with a commitment to timely, well-informed decision-making. Candidates must demonstrate analytical, problem solving, verbal and written communication skills, along with an ability to meet performance expectations. This role requires working independently while maintaining confidentiality and adhering to required standards of conduct.

Qualifications for this position would normally be acquired through completion of an undergraduate degree supplemented by progressively responsible relevant experience. Equivalencies will be considered.

Provincial travel will be required. Final candidates must undergo a security clearance. Relevant legislation can be found at [House of Assembly - NL - Legislation](#). Remuneration will be in accordance with Government Management Pay Plan at HL-26 (\$89,981 - \$116,975).

The Government of Newfoundland and Labrador values diversity in the workplace and is an equal opportunity employer.

Search #: 2026-5

Closing Date: open until filled

Please submit your resume referencing the Search # in the subject line to the Independent Appointments Commission in one of the following ways:

Email: contact@iacnl.ca

Fax: 709-729-3178

Mail: Metro Place, 261 Kenmount Road, P.O Box 8700, St. John's NL A1B 4J6