

Job Title: Appeal Commissioner

Competition # : 48404

Department: Workers' Compensation Appeals Tribunal

Location: HALIFAX

Type of Employment: Term

Union Status: Exclusion - Non Union - NSPG

Closing Date: 4/29/2026 (Applications are accepted until 11:59 PM Atlantic Time)

About Us

The Workers' Compensation Appeals Tribunal (WCAT) is a high-volume administrative tribunal with court-like authority. It decides about 400 appeals annually and conducts about 300 oral hearings a year. WCAT is governed by the Workers' Compensation Act of Nova Scotia.

We are independent from the Workers' Compensation Board and are the final level of appeal within the workers' compensation system. WCAT hears appeals regarding workers' claims for benefits; hears appeals regarding employers' assessments and penalties; and determines whether certain civil actions are statute barred.

For more information, check us out at <https://wcat.novascotia.ca/about-the-tribunal>

About Our Opportunity

Reporting to the Chief Appeal Commissioner, the Appeal Commissioner adjudicates appeals alone or as part of a panel. You will be responsible for a high volume of appeals many of which are complex or contentious, and must act in a fair and impartial manner; rendering decisions within the time frame established under the Act. In this role, you are accountable for complying with all applicable legislation, Tribunal regulations, policies, procedures and guidelines and service standards.

Primary Accountabilities

A few of your key responsibilities include

- Conducting oral hearings and reviewing written submissions.
- Interpreting and applying complex legislation, regulations, policies, and case law, including Charter challenges.
- Managing disclosure of confidential information.
- Conducting oral hearings by video and at locations throughout Nova Scotia.
- Preparing a large volume of concise written decisions for diverse audiences.
- Developing and maintaining an awareness of WCAT case law and workers' compensation law generally.
- Contributing to the effective operation of WCAT by consistently meeting the demands imposed on a high-volume tribunal.

Qualifications and Experience

To be successful in this role, you will possess a post-secondary law degree and previous experience in a relevant field such as health, disability management or law. You must possess a valid drivers' license. Experience in a position where you have demonstrated the ability to resolve disputes either in decision-making or case management is preferred. Knowledge of workers' compensation law and administrative law is an asset.

You will also possess excellent communication skills (both written and verbal); strong interpersonal and facilitation skills; sound judgement and analytical skills; the ability to assimilate large amounts of written material; organizational skills; computer skills; the ability to prioritize in a demanding work environment and the ability to work both independently and within a team environment.

We will assess the above qualifications and competencies using one or more of the following tools: written examination, standardized tests, oral presentations, interview(s), and reference checks.

Equivalency

An equivalent combination of training, education and experience will be considered. Applicants relying on education and experience equivalencies must demonstrate such equivalencies in their application.

Benefits

Based on the employment status and Union agreement, the Government of Nova Scotia offers its employees a wide range of benefits such as Health, Dental, Life Insurance, Pension, General Illness (Short and Long Term), Vacation and Employee and Family Assistance Programs. Click [here](#) to learn more about our various benefits offering and eligibility criteria.

Working Conditions

Work is primarily based in an office environment with a requirement to travel to various areas of the province and setting up in different hearing venues.

Additional Information

This is a two-year term opportunity. This position may be renewed. The initial appointment and any renewal are subject to Executive Counsel approval.

What We Offer

- Career Development where you have access to career guidance, tools, resources, and ongoing training for every stage of your career.
- Engaging workplace. Our Employees feel valued, respected, connected, and tuned in. We have forward-thinking policies and strategies.
- Countless career paths.

Pay Grade: EC 12

Salary Range: \$3,929.22 - \$4,911.52 Bi-Weekly

Employment Equity Statement:

Our goal is to be a diverse workforce that is representative, at all job levels, of the citizens we serve. The Government of Nova Scotia has an Employment Equity Policy, and we welcome applications from Indigenous People, African Nova Scotians and Other Racially Visible Persons, Persons with Disabilities and Women in occupations or positions where they are under-represented. If you are a member of one of these equity groups, you are encouraged to self-identify on your electronic application.

Accommodation Statement:

We are committed to providing an inclusive and accessible recruitment process. Candidates may request accommodations based on any grounds protected by the Human Rights Act. If you require an accommodation throughout the recruitment process, please contact us at competitions@novascotia.ca.

PLEASE NOTE: Candidates will not be considered for an interview if applications are incomplete or are missing information.

Offer of employment is conditional upon the completion of all applicable background checks and confirmation of credentials, the results of which must be satisfactory to the employer. We thank all applicants for the interest, however, only those selected for an interview will be contacted. All questions and concerns may be directed to [**Competitions@novascotia.ca**](mailto:Competitions@novascotia.ca).

