

What is WCAT?

The Workers' Compensation Appeal Tribunal (WCAT) is the final level of appeal in British Columbia's workers' compensation system. WCAT is independent from WorkSafeBC and decides appeals involving workers' compensation benefits, employer assessments, occupational health and safety penalties, and prohibited actions. WCAT also decides various procedural applications and can issue certificates to the courts on certain matters under the *Workers Compensation Act*.

What does a vice chair do?

Vice chairs are independent decision-makers who hear and decide appeals and applications that affect workers and employers across British Columbia. They review evidence, apply law and policy, conduct written and oral hearings, manage interactions with parties, and write timely, well-reasoned decisions in plain language.

What types of cases do vice chairs decide?

Vice chairs decide a wide range of appeals, including whether:

- An injury, disease, or death is work-related
- A psychological injury arose from bullying or harassment
- A worker is entitled to compensation benefits
- An employer assessment is correct
- An occupational health and safety violation warrants a penalty
- The issues can be complex and are often contentious

What education and experience are required?

Applicants must have:

- At least an undergraduate degree, preferably in law, social sciences, or a science-based field
- At least five years of work experience, a substantial part of which should include:
 - Investigating or managing cases in an administrative law or legal setting; or
 - Decision-making, for example in a court, tribunal, First Nations governance or administrative law setting; or
 - Representing clients before courts or tribunals, preferably in an administrative law, insurance, or personal injury context; or
 - An equivalent combination of education and experience

What skills are important for the role?

Successful vice chairs have:

- Strong analytical and decision-making skills
- Excellent writing and verbal communication skills
- The ability to explain complex issues in plain language
- Strong organizational and caseload management skills

- Excellent interpersonal skills
- The ability to work independently while contributing to a collaborative workplace

What is the salary?

The salary range for a vice chair is **\$158,735 to \$176,775**.

New vice chairs start at **\$158,735** and are eligible for a salary increase after 18 months, subject to satisfactory performance. Vice chairs who are reappointed for a second term begin at **\$176,775**.

Vice chairs are paid in accordance with [Treasury Board Directive 1/24](#). WCAT is a level five tribunal.

What benefits are available?

Full-time vice chairs receive:

- [Extended health and dental coverage](#) for themselves and eligible dependents
- A defined benefit [pension plan](#)
- Paid vacation starting at four weeks per year
- Paid leave entitlements, including sick leave, family illness leave, parental leave, and supplemental leave (to support wellness, culture, and lifestyle purposes)
- Access to health and wellness programs

How long is a vice chair appointment?

Vice chairs are typically appointed to an initial **three-year term**. They may be eligible for reappointment for additional terms of up to **five years**, subject to satisfactory performance. There is no limit on the number of reappointments.

What is the time commitment?

WCAT is recruiting for **full-time positions (5 days per week)** and/or **part-time positions (4 days per week)**. Vice chairs may occasionally need to work outside regular business hours, particularly when travelling for hearings.

Where can vice chairs work?

WCAT's office is located in Richmond, British Columbia. Vice chairs may work anywhere in British Columbia under WCAT's flexible work arrangements. Vice chairs living in the Lower Mainland can choose to work in the office some or all of those days.

Applicants may apply from outside British Columbia, but successful candidates must reside in British Columbia when they begin their appointment.

What is the caseload?

WCAT vice chairs typically have a caseload of 35 to 40 appeals, with more at busy times. Some of these will be scheduled for oral hearings. Vice chairs issue approximately 80 decisions per year, with productivity expectations adjusted for complexity.

Do vice chairs conduct oral hearings?

Yes. Oral hearings are a regular part of the vice chair role, although most appeals are decided through a written process. Vice chairs are typically assigned up to seven oral hearings in a six-week period. Hearings are typically scheduled for one and a half hours. Hearings take place virtually or in person. They

may be scheduled in a condensed period or spread out so that vice chairs have one or two a week. All vice chairs are expected to conduct oral hearings.

Is travel required?

Yes. Vice chairs are required to travel:

- To Richmond for initial training
- To attend approximately three in-person meetings each year
- Occasionally for in-person hearings in Richmond or elsewhere in British Columbia

Vice chairs can choose whether to do most hearings from Richmond or their home location or whether to be on a regular travel schedule, with two to three days of travel every six weeks.

However, all vice chairs travel occasionally for in-person hearings when required. Because of the location of WCAT's offices, vice chairs who live outside the Lower Mainland may travel more than vice chairs who live in the Lower Mainland. Approved travel expenses are reimbursed in accordance with provincial government policies.

How do I apply?

To apply, submit a completed vice chair application form.

The initial screening is based on the application form, so applicants should clearly explain how they meet the eligibility requirements.

When is the application deadline?

Applications must be received by **1:00 p.m. on Wednesday, October 7, 2026**. Late applications will not be accepted.

Are accommodations available during the recruitment process?

Yes. WCAT is committed to reducing barriers and providing accommodations throughout the hiring process. Examples of accommodations could be requesting the interview room be ergonomically set up for a candidate, extending the time for the interview or flexibility in interview times, providing materials in alternative formats, providing or modifying equipment or devices, reducing sensory distractions, adjusting lighting or temperature, etc. Applicants who require accommodations can contact WCATRecruit@wcat.bc.ca at any stage of the process.

What does the recruitment process involve?

Candidates may progress through the following stages:

- Initial screening with identification of the applicant removed
- Written exercise without identification of the applicant
- Interview with a panel of WCAT vice chairs. We request your resume before the interview.
- Interview with WCAT's chair and tribunal counsel
- Reference checks

Following these steps, the chair consults with the Minister of Labour regarding appointments.

When will the successful candidates start?

The estimated start date is April 2027, although timelines may change depending on the consultation and appointment process. WCAT has an extensive onboarding and training program.

Will WCAT create an eligibility list?

No. Because WCAT expects to conduct additional vice chair recruitment in 2028, and a targeted recruitment for Indigenous vice chairs in 2027, it does not intend to establish an eligibility list from this competition.

Can I learn more before applying?

Yes. WCAT will offer optional virtual information sessions at 12:00 p.m. on September 25 and October 2, 2026. These sessions will provide general information about the position and will allow prospective applicants to ask questions. The sessions will not include any information that would provide an advantage to applicants who attend. To protect privacy, participants' names will not be visible to other attendees, allowing prospective applicants to remain anonymous.

To receive a link to a session, email WCATRecruit@wcat.bc.ca **by 4:00 p.m. on September 23, 2026.**

Who can I contact for more information?

For questions about the position or the recruitment process, please contact:

Corinna Laemmerzahl

Email: WCATRecruit@wcat.bc.ca

Phone: (236) 235-1508

WCAT is committed to creating a diverse and inclusive workplace and encourages applications from all qualified candidates, including Indigenous Peoples, racialized groups, women, LGBTQ2S+ individuals, persons with disabilities, and others who contribute to diversity in public sector appointments.