

**Cooperative Education Training Program Level 2
Law Coop Student
Salary: \$2,136.88 bi-weekly**

Background

The Workers' Compensation Appeal Tribunal (WCAT) gratefully and respectfully acknowledges that we serve communities throughout British Columbia. Many WCAT tribunal members work remotely from different areas of British Columbia. Our office is located on the traditional, ancestral and unceded territory of hə́nqəmiñəm speaking Musqueam people, and our work spans the traditional territories of 198 First Nations and 38 Métis chartered communities across B.C.

About WCAT

The Workers' Compensation Appeal Tribunal (WCAT) is an independent, quasi-judicial tribunal that workers or employers can go to if they want to appeal a decision from WorkSafeBC.

WCAT is the final level of appeal in the B.C. workers' compensation system. It has authority to decide appeals about specific types of work-related matters outlined in section 288 and 289 of the [Workers Compensation Act](#).

WCAT decides appeals from decisions of the Review Division at WorkSafeBC and other direct appeals from WorkSafeBC, such as a certification to court. WCAT conducts oral hearings in Richmond and travels to a number of locations throughout the province. WCAT offers videoconferencing, teleconferencing and in person hearing (and a mix of all). WCAT also decides appeals by reviewing the record and written submissions made by the parties.

WCAT is committed to reconciliation with Indigenous Peoples, and WCAT has implemented its Calls To Action (CTA) program to support Indigenous appellants and respondents by creating a culturally sensitive relationship, using Navigators to provide information throughout the appeal process, and to help remove barriers where possible. For more information visit our website www.wcat.bc.ca.

Job Overview

The Law Coop Student position is open to second-year law students who are pursuing a Juris Doctor (JD) degree. The position is only open to Indigenous applicants.

The Law Coop Student will provide assistance to WCAT's CTA program and the Tribunal Counsel Office.

The position is intended to be a learning experience for the student by supplementing the student's academic studies with related work experience. The Law Coop Student will be supervised and provided mentorship opportunities during the term. While they will be expected to work independently, opportunities for support and learning will also be provided.

The student will work closely with the Tribunal Counsel, the Vice Chair, Quality Assurance and Training and other Vice Chairs and will maintain the standards of conduct expected of WCAT and all employees of the BC Public Service.

The successful candidate may work a hybrid in-office and remote work schedule. At a minimum, the successful candidate will be expected to travel to the office in Richmond for their initial training period, at the end of their term, and on a monthly basis in-between.

Why did WCAT create this opportunity?

WCAT acknowledges that truth-telling, learning, reconciliation, and actions is an ongoing journey. Though WCAT provides this opportunity to Indigenous law students, WCAT also hopes to learn from the successful candidate and build reciprocal and meaningful relationships within the context of reconciliation. WCAT understands that reconciliation means meaningful change and is seeking a candidate that is committed to this initiative. WCAT is also committed to increasing opportunities in administrative law and the workers' compensation system for Indigenous law students who have been historically underrepresented in administrative tribunals.

Accountabilities

The Law Coop Student's duties will include, but will not be limited to:

- Updating research on the use of social context evidence of Indigenous persons at administrative tribunals and the development of an Indigenous informed approach to decision-making
- Assisting in the preparation and use of Indigenous Cultural Impact reports
- Researching and compiling a list of WCAT decisions involving Indigenous Peoples and preparing a synopsis with potential identification of noteworthy decisions
- Visiting the Provincial Indigenous Court and watching CTA appeal hearings
- Developing a list of Elders available for Indigenous workers/employers and a schedule of activities
- Preparing summaries of noteworthy decisions and updating the noteworthy decisions index with a focus on, but not limited to, Indigenous Peoples
- Other legal work to be determined

The Law Coop Student will have the opportunity to learn about:

- The workers' compensation system, including law and policy, appeal structure, decision making, and related information systems
- The activities of a Vice Chair, including observing an oral hearing
- The activities of the Tribunal Counsel Office, including observing a judicial review proceeding
- Attend training and information sessions for Vice Chairs and Legal Counsels

Job Requirements

In order to be eligible for this position a candidate must:

- Self-identify as Indigenous (First Nations – status or non-status, Métis, or Inuit)
- Be enrolled in a post-secondary law program at the time of applying for this opportunity, and will have completed the second year of this program by May 2024
- Preference will be given to applicants who have completed courses in administrative law, legal research, and legal writing

Indigenous Relations Behavioral Competencies

Sustained Learning & Development means continually increasing your ability to build and maintain respectful and effective relationships with Indigenous Peoples. Central to this competency is appreciating that there are many other cultural understandings of knowledge and ways of working that have legitimacy and deserve respect, and therefore require our continual learning and development, including direct exposure to cultural and community ways.

It includes an eagerness to continually reflect upon and assess your own level of cultural agility and competence, self-awareness, and expertise. It means being willing to learn in new and different ways and appreciating how diverse ways of thinking and acting can ensure the success of the BC Public Service in supporting Indigenous self-determination.

Indigenous Centered Service Approach is a desire to serve Indigenous peoples, focusing one's efforts on understanding their interests in order to increase the quality of the service and produce better outcomes. It implies a willingness to support Indigenous peoples in determining their own future. It involves demonstrating a welcoming demeanour, an attitude of helpful curiosity and a willingness to enter into the interaction or relationship without judgment or stereotyping. It means being open-minded and flexible in one's attitudes toward people who are different from oneself and showing respect for the differences. It includes experiencing Indigenous peoples as strong, vital and important to the functioning of British Columbia. Implicit in this is the knowledge that one is responsible for the image and effectiveness of the public service.

Behavioral Competencies

Analytical Thinking is the ability to comprehend a situation by breaking it down into its components and identifying key or underlying complex issues. It implies the ability to systematically organize and compare the various aspects of a problem or situation, and determine cause-and-effect relationships ("if...then...") to resolve problems in a sound, decisive manner. Checks to ensure the validity or accuracy of all information.

Planning, Organizing, and Coordinating involves proactively planning, establishing priorities, and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.