

## Cooperative Education Training Program Law Coop Student

The law coop student position is open to second-year law students who are pursuing a **Juris Doctor (JD) degree**. WCAT is looking for a student to fill a position from May 2 to August 26, 2022. The position is only open to Indigenous applicants.

### 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 hə́łqəmiḥə́m speaking Musqueam people, and our work spans the traditional territories of 198 First Nations and 38 Métis chartered communities across B.C.

This position can be performed remotely within British Columbia, or from WCAT's office in Richmond.

### 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. Our travel is presently limited by the pandemic. WCAT also decides appeals by reviewing the record and written submissions made by the parties.

### Why did WCAT create this opportunity?

WCAT acknowledges that truth-telling, learning, reconciliation, and actions is a long 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. This initiative will increase opportunities

in administrative law and the workers' compensation system for Indigenous law students who have been historically underrepresented in administrative tribunals.

## Job Overview

The law coop student will provide assistance to WCAT's Calls to Action (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.

WCAT is committed to reconciliation with Indigenous Peoples, and WCAT has implemented its 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.

The student will work closely with the Tribunal Counsel and the Quality Assurance Vice Chair, maintain the standards of WCAT, and follow the Standards of Conduct required of all employees of the BC Public Service.

## Accountabilities

The law coop student's duties will include, but will not be limited to:

- Researching law and policy involving the application of social context evidence to cases involving Indigenous Peoples and preparing a synopsis;
- Researching and compiling a list of WCAT decisions involving Indigenous Peoples and preparing a synopsis with potential identification of noteworthy decisions;
- Preparing summaries of noteworthy decisions and updating the noteworthy decisions index with a focus on, but not limited to, Indigenous Peoples; and
- 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; and
- 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 2022;
- 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.