



Ability Management Specialist - 1 position	Posting #: 55480
Occupational Health & Safety Services	Posting Date: August 26, 2025
St. Joseph's Hospital - London, ON	Submission Deadline: September 01, 2025
Full Time	Michelle Robertson, Human Resources
Non-Union	Salary Range: \$44.95 - \$52.87 /hour

Join our team. We have a great team working together to maintain and enhance the health and safety, and prevent injury and illness, for every employee, staff and volunteer in our organization. The Occupational Health and Safety Team serves our staff, physicians and volunteers through a standardized, focused and steadfast approach to occupational health and safety across the organization. We act as advocates for a culture of health and safety. For our colleagues, we provide consultation and education to staff, unions and leaders to ensure the well-being, appropriate management and inclusion of disabilities and the promotion of a safe working environment. Our focus is staff, resident/patient, physician, volunteer and community safety through the reduction and prevention of injuries and a focus on abilities.

The Ability Management Specialist is responsible for the coordination and facilitation of the disability management, return to work and accommodation processes for employees who are absent due to occupational and nonoccupational illness or injury. In their work the Ability Management Specialist supports employees who are off, ensuring they stay connected to the workplace and have sufficient information about the process, roles and responsibilities and next steps. Collaboration is a key part of their role, and the Ability Management Specialist works with internal and external experts to understand the functional capability of employees to develop appropriate and sustainable return to work plans. The Ability Management Specialist ensures appropriate accommodations are in place to ensure a safe, timely and meaningful return to work. The Ability Management Specialist provides expert advice, consultation, coaching, influencing and strategic planning support to achieve operational and corporate objectives. The Ability Management Specialist partners closely with leaders and colleagues in the Human Resources portfolio to advise on complex issues regarding occupational and non-occupational disability management, return to work and accommodation processes guided by systems, procedural guidelines and prioritization of work assignments.

The Ability Management Specialist is a great relationship builder and fosters close contacts with peers across the entire organization. Great interpersonal skills and effective organizational, problem-solving, prioritization, and time management skills are essential to this position along with the ability to meet deadlines and work under pressure. This position supports the hospital's strategic priority of empowering people by enhancing our thriving culture where wellbeing, diversity and a sense of belonging is fostered and the potential and capacity of everyone is supported.

Essential Qualifications

- Bachelor's Degree in Allied Health, Kinesiology, Social Sciences, Nursing or a Registered Practical Nurse
- Certified Disability Management Professional or Certified Return to Work Coordinator designation
- Five years of progressive experience in disability management, WSIB and return to work
- Knowledge of a Safety Culture in a Health Care Setting in compliance with the OHSA
- Thorough knowledge of and experience with disability management, WSIB and return to work programs, functional versus medical models, developing individual plans, maintaining records
- Demonstrated ability for project planning and implementation
- Demonstrated Intermediate level skills with Microsoft Office Suite, and proficient in injury management software
- Ability to discuss complex information in a way that establishes rapport, persuades, and influences others
- Exceptional communication skills
- Ability to coach all levels of leadership and employees

Preferred Qualifications

- Proficiency in French is considered an asset

Teaching and Research

- St. Joseph's Health Care London through its affiliation with Western University and Fanshawe College is a leading research and teaching hospital. As an employee of St. Joseph's, you will be expected to engage in role related teaching and research activities in addition to any of your clinical duties

Immunization Requirements

- Provide vaccination records or proof of immunity against measles, mumps rubella, varicella (chicken pox), Hepatitis B, COVID-19 and influenza.
- Provide documentation of the Tuberculosis skin testing

Your interest in this opportunity is appreciated.

*Human Resources and Leaders use your profile information to evaluate your application for the vacancies you apply to.
Only those under consideration will be contacted.*