

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 has a robust initiative designed to work toward addressing our responsibility toward reconciliation. We have a specialized team of decision-makers and registry staff, who have received extensive training on the relationship of Indigenous people and society, government, and the judicial system. Our team is committed to interacting with Indigenous people in a way that is culturally sensitive and respects their heritage and removes barriers. We are also committed to implementing United Nations Declaration of the Rights of Indigenous Peoples (UNDRIP) and taking an Indigenous informed approach to both our process and decisions. In the past the students who have filled this position have made a substantial contribution to our work on reconciliation. The student will work closely with a member of the Calls to Action Committee, the Vice Chair, Quality Assurance and Professional Learning and Development, and a member of the Tribunal Counsel Office (TCO), 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:

- Analysis of WCAT decisions involving Indigenous peoples in the past five years.
- Updating research on the use of social context evidence to make Indigenous informed decisions in administrative law.
- Updating registry work on Indigenous community resources.
- Preparing summaries of decisions and updating the decisions index with a focus on Indigenous Peoples.
- Other legal work to be determined, including legal research.

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 administrative decision-makers, including observing oral hearings.
- The activities of the TCO, including observing a judicial review proceeding.
- Observing oral hearings.
- Visit the Provincial Indigenous Court.
- 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 at least one year of this program by May 2025.
- Preference will be given to applicants:
 - who have completed courses in administrative law, legal research, and legal writing.
 - with an enthusiasm for, and clear record of commitment to, the work of reconciliation.

Indigenous Relations Behavioral Competencies

Sustained Learning and 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.