



## NON-CONTRACT ROLE DESCRIPTION

JD4626

<b>ROLE TITLE:</b>	Manager, Evidence, Evaluation and Knowledge Translation	<b>ROLE DESCRIPTION NO.:</b>	4626
<b>DEPARTMENT:</b>	Various	<b>HEABC REFERENCE NO.:</b>	18721392
<b>REPORTING TO:</b>	Program Director	<b>HSCIS CODE:</b>	03999
<b>CLASSIFICATION:</b>	NCEM/Range 9	<b>JOB CODE:</b>	91495

### ROLE SUMMARY

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health) patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to the Program Director, the Manager, Evidence, Evaluation and Knowledge Translation is responsible for leading and executing projects that generate evidence, either from synthesis of literature or a variety of mixed-methods health research and evaluation approaches, with the goal of translating and sustaining positive results into service delivery and clinical care at Island Health.

This role is an enabler of learning health system capacity development at Island Health leadership and requires robust engagement and collaboration with other departments and experts architecting evidence informed care, clinicians and leaders who are seeking evidence to support improvements in care delivery and health services planning and delivery, patients, families, community members and academic researchers. Within its leadership mandate including a commitment to cultural safety and humility, leads and supports a research, quality improvement and evaluation-enabling organizational culture which in turn contributes to meeting Island Health's vision of excellent health and care for everyone, everywhere, every time. A commitment to cultural safety, anti-racism, equity, diversity and inclusion principles and practices are a fundamental requirement in all aspects of this role.

### DUTIES AND RESPONSIBILITIES:

1. In collaboration with Island Health Leaders, Health Service and Clinical Decision Makers, identify requirements for evidence and leads the provision of literature syntheses, scoping reviews and rapid evidence reviews.
2. Provide direction and guidance to projects for effective knowledge translation and communication to promote and support action for policy and practice change including decision makers from government, health authorities, non-governmental organizations and the private sector.
3. Create, enable and support relationships and processes to leverage and synergize efforts to create, access, review and apply evidence within the unit and other departments at Island Health, avoiding duplication of effort and more efficient use of healthcare resources. Manage or leverage appropriate organizational assets for literature access.
4. In collaboration with quality councils and other health professionals at Island Health, provide expert guidance to architect practical, rigorous and effective evaluation frameworks for new policies, practices and programs.
5. Develop and implement a sustainable tracking and reporting system with metrics and outcomes for evidence related services provided to Island Health leaders and clinicians, specifically referencing the four elements of the quadruple aim of health care. Provide routine reports on progress and performance.
6. Collaborate and support Indigenous research and/or population health assessments initiatives within the context of Truth and Reconciliation Commission (TRC), Indigenous ethics review, OCA (data ownership, control, access), Indigenous methodologies and the Indigenous holistic health framework.

7. Leverage the relationships, resource and expertise within Island Health's Research Department and Decision Support department to ensure full support for Island Health initiatives in priority areas.
8. Manages, coaches, develops and motivates personnel, including hiring, onboarding, performance management, absence and disciplinary issue resolution in collaboration with Human Resources. Disseminate new knowledge and evidence in ways that optimally impact health service and system improvements, adapted the needs of those applying the knowledge and receiving the services, including small group services to larger presentations and collaborate learning events.
9. Develop strong, trusting relationships with front line staff, clinicians and leaders to foster collaboration, individual and team learning and team development and conflict resolution.
10. Collaborate on initiatives aligned with the goals and objectives of the BC Academic Health Sciences Network, focused on inter-institutional health system innovation strategies. Identify, foster and develop learning health system models at the micro and mesh levels in priority areas.
11. Work with Island Health's Quality Committees to support policy development and evaluation in priority areas.
12. Conduct retrospective analysis on existing data sets using a variety of strategies and analytical approaches, adapted to the specific data needs of each initiative supported.
13. Where evidence does not exist, lead, co-lead and collaborate with academic researchers, patients, families and communities to conduct research, including grant funding, team formation, protocol development, ethics submissions, implementation, reporting and academic publications.
14. Develop strategies to train and support clinicians, leaders, patients/communities to assess and apply evidence and knowledge to support health service delivery quality, efficiency and improvement of health outcomes, experience and sustainability of the health system.
15. Keep informed on current research and professional practices by participating in professional associations, adjunct academic appointments and attendance at conferences, courses and seminars. Collaborate at local, provincial and national levels to identify and engage in opportunities for capacity building in knowledge translation.
16. Perform other duties as assigned, to support opportunities in the implementation of the research capacity building strategy.

## **QUALIFICATIONS:**

### **Education, Training And Experience**

A level of education, training and experience equivalent to a Master's degree in a related health discipline, including training and/or experience in health services research, research and evaluation methods and knowledge translation and exchange (PhD is preferred); and a minimum of 7 years' related experience within the Canadian health system, including 5 years' experience in a leadership health/clinical research position. Current practicing registration with a BC Health Professional designation considered an asset.

### **Skills And Abilities**

- Comprehensive knowledge of research and methodologies, quality improvement and program / project evaluation principles and metrics, implementation science, ethics, regulations and practice.
- Exceptional strength in fostering and developing partnerships and relationships with a broad range of stakeholders.
- Completion of cultural safety and humility training and experience in working in partnership with indigenous elders and communities. Comprehensive knowledge of the Tri-Council National strategy for strengthening Indigenous research capacity.
- Excellent interpersonal skills and proven conflict management skills at an individual and team level.
- Demonstrated analytical problem solving to develop strategic, progressive, creative, and innovative enterprise-wide solutions.
- Ability to make decisions, work well under pressure and meet deadlines in an environment subject to constantly changing priorities.

- Leadership development training, preferably in the LEADS in a Caring Environment framework.
- Proven ability to mentor and manage people, speak confidently in public, building a team environment, inspiring and engaging others, achieve results and promote and support organizational innovation.
- Functional competence with database software (REDCap), analytical software/graphics programs (e.g. SPSS, nVIVO), MS Office suite and familiarity with a range of population, resource and library databases.
- Ability to adapt and reprioritize to meet changing priorities and resource constraints.