



NON-CONTRACT ROLE DESCRIPTION

JD4651

ROLE TITLE:	Director, Indigenous Health	ROLE DESCRIPTION NO.:	4651
DEPARTMENT:	Indigenous Health	HEABC REFERENCE NO.:	1872463
REPORTING TO:	Executive Director, Indigenous Health	HSCIS CODE:	3998
CLASSIFICATION:	NCEM/Range 10	JOB CODE:	91242

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.

Island Health has made a formal commitment to reconciliation through the provision of care and workplaces that have a foundation of cultural safety and humility. Island Health is committed to working with Indigenous communities and partners to plan and deliver culturally safe health-care services and to deliver on its goal of excellent health and care for everyone, everywhere, every time.

Reporting to the Executive Director, Indigenous Health and working in partnership with the Medical Director(s) assigned to the portfolio, the Director provides leadership and strategic direction for the programs and services to improve the health status of Indigenous people. The Director is jointly responsible for the overall operational management of programs and services for an assigned geographical area of Island Health along with responsibility for additional assigned program(s) within the Indigenous Health program. The Director supports and promotes patient-centred care, patient safety initiatives, staff motivation and support and best practices within the Program to achieve outcomes identified in the Island Health Strategic Plan and by other agreements including the Tripartite agreement, the Partnership Accord Steering Committee, Memorandums and Letters of Understanding with self-governing Nations, and other guiding documents and groups. The Director establishes the operational framework and infrastructure for program delivery and planning and allocates and manages all physical, human and financial resources, anticipating future changes that will affect service delivery. In collaboration with other members of the Indigenous Health leadership team, the Director is the liaison between Island Health and the Indigenous people and communities that it serves to foster productive and respectful relations.

DUTIES AND RESPONSIBILITIES:

1. Provides leadership, working in partnership with the Medical Director, in the development of operational care initiatives and overall management functions within the assigned area of responsibility in accordance with the Mission, Vision, Values and Care Philosophy of Island Health.
2. Implements and evaluates effectiveness of the Indigenous Health Plan in collaboration with stakeholders and other Island Health leaders.
3. Ensures strategic and operational planning and evaluation for assigned area that maintains a patient/client-focused approach, and that anticipates and responds to shifts in services and changes in the health care system.
4. Works with other Island Health leaders to ensure the smooth flow of indigenous patients within Island Health by fostering integration, coordination and collaboration within and between all program teams and portfolios.
5. Liaises with clinical portfolio Directors to facilitate standardization and coordination of services across Island Health.

6. Supports Indigenous self-determination and self-governance including leadership in Indigenous community consultation processes that ensure health care delivery and services are indigenous-led and support health and wellness for Indigenous Peoples. Ensures that an indigenous perspective of health leads the delivery of care and the provision of service to Indigenous Peoples throughout Island Health and ensures that services are culturally safe and free from Indigenous-specific racism.
7. Optimizes the deployment and effectiveness of available resources in the delivery of necessary, appropriate and continuous health services to the Indigenous Peoples within Island Health.
8. Ensures the development and maintenance of continuous quality improvement strategies, within the Island Health framework, C.C.H.S.A. (CCHSA) and appropriate specialty standards that focus on the quality of care.
9. Supports the development of program management strategies with a focus on interdisciplinary collaboration and decision-making.
10. Provides leadership to team members through coaching, guiding, mentoring and modelling Island Health values. Encourages dialogue and provides guidance and advice to facilitate resolutions to work issues. Assists team members to define shared and individual goals, meet target dates and ensure alignment of team goals with program and service needs. Recruits management staff and maintains an organizational structure for the portfolio that provides the highest level of quality service within budget parameters.
11. Creates a learning environment with the development of an organizational climate that promotes and supports professional growth of all staff.
12. Develops and monitors an annual budget for the program, in support of program managers. Responsibilities include monitoring budget performance, planning and adjusting operations and/or staffing to meet projections and annual targets, approving expenditures and preparing summaries for fiscal reporting.
13. Identifies staff requirements and works collaboratively in the development of human resource strategies to ensure recruitment and retention of staff to meet clinical needs, and fosters the engagement of Indigenous people in health careers.
14. Works in concert with other health authorities to address indigenous health issues on a provincial basis, and translates regional strategic directions into goals, objectives, programs and services that work towards improving the health of indigenous peoples on Vancouver Island.
15. Promotes research and educational initiatives that amplify Indigenous voices and experiences and opportunities for partnerships. Liaises with research agencies to facilitate best practice service delivery. Works with professional disciplines on the development and promotion of professional standards, education and research.
16. Facilitates partnerships between federal and provincial Indigenous people to address key determinants of health.
17. Provides a strong community linkage with agencies and other groups, including the Ministry of Health, in order to facilitate a continuum of health services in the facilities/community environment with a focus on health promotion and disease prevention.
18. Apprises the Executive Director of issues that will have an impact on existing or planned operations of the Program or Service.
19. Monitors and is accountable for program or service compliance with ethical and legal requirements, accreditation standards, Provincial and Federal Legislation and regulations.
20. Keeps informed and current on management and professional practices by participation in professional associations, attendance at conferences, courses and seminars.
21. Promotes and presents a positive image of Island Health with community stakeholders and represents Island Health as media spokesperson for specific portfolio issues.
22. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

A level of education, training and experience equivalent to a Master's degree in a health related field or Business

Administration (MBA) and a minimum of seven (7) years of senior management experience in health care/program management required.

Skills And Abilities

- Sound working knowledge of planning concepts related to budgetary, staffing, quality and strategic initiatives.
- Demonstrated ability to lead change and to build and support management teams.
- High-level communication skills, demonstrated organizational, planning and interpersonal skills.
- Strong relational practice skills and experience working in partnership with Indigenous Peoples.
- Expertise in facilitating consultation and community development processes.
- Ability to work with both Indigenous and non-Indigenous cultural milieus.
- Ability to adapt readily to rapid and changing environment and respond with initiative.
- Ability to interact professionally with various levels of personnel, both internally and externally.
- Demonstrated clinical competence and understanding of clinical service delivery in urban, rural and remote contexts.
- In-depth understanding of health services and operations.
- In-depth understanding of unique needs of rural and remote communities as well as the social determinants of health.
- Understanding of UNDRIP, Truth and Reconciliation Calls to Action, and other relevant reports, legislation, and agreements as well as cultural safety, cultural humility, and anti-racism approaches.
- Physical ability to carry out the duties of the position.
- Indigenous ancestry preferred.

LEADS in a Caring Environment Framework: <https://www.leadscanada.net/site/framework>