



NON-CONTRACT ROLE DESCRIPTION

JD5176

ROLE TITLE:	Leader, Indigenous Mental Health & Substance Use	ROLE DESCRIPTION NO.:	5176
DEPARTMENT:	Mental Health & Substance Use; Child, Youth & Family MHSU	HEABC REFERENCE NO.:	18721601
REPORTING TO:	Director	HSCIS CODE:	03099
CLASSIFICATION:	NCEM/Range 8A	JOB CODE:	91485

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 with 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 Director, the Leader, Indigenous Mental Health & Substance Use (MSHU) is responsible for coordinating and leading the development and implementation of projects and programs arising out of the service and operational needs of Indigenous populations in the region that Island Health serves. This includes providing leadership and collaborating with clinical and operational leaders to support best practices models for Indigenous Health programs and services.

Travel may be a requirement of this position. Transportation arrangements must meet the operational requirements of the Vancouver Island Health Authority in accordance with the service assignment and may require the use of a personal vehicle.

DUTIES AND RESPONSIBILITIES:

1. Leads selected projects and program development through to implementation and evaluation, as prioritized by the MHSU and Indigenous Health and developed in collaboration with Indigenous communities.
2. Provides consultative services to MHSU Directors, Managers and Clinical Leaders and manages initiatives, ensuring alignment with Island Health's strategic vision for Indigenous health and cultural safety.
3. Identifies, in collaboration with First Nations, Métis and Inuit communities and partners, gaps in services and/or access, collaborate on solutions and resolution to ensure that strategies and services continue to operate efficiently, and effectively; ensures reporting requirements are met.
4. Partners with Indigenous Health and other departments as well as external partners including; the First Nations Health Authority and Métis Nation British Columbia and Urban Indigenous groups in the development, maintenance, and promotion of health initiatives supporting Indigenous individuals, families and communities on the Island.
5. Liaises and facilitates connection with key internal support areas, partners and Indigenous communities to ensure priority outcomes are achieved and negotiates/facilitates resolution of barriers to MHSU projects, programs and/or services.
6. Works with Indigenous Health and partners to coordinate opportunities for engagement with First Nations, Métis and Inuit community health leadership.

7. Ensuring initiative designs and structures for clinical/operational processes are integrated to achieve the desired outcomes and benefits.
8. Identifies, establishes and manages appropriate structures and internal/external membership for initiatives including sponsors, champions, working groups and steering committees.
9. Builds and maintains good relationships with First Nations, Métis and Inuit communities and partners across the region Island Health serves, and supports awareness about MHSU and Indigenous Health initiatives.
10. With Clinical and Operations Leaders and Indigenous communities and partners, Co-develops project and program documentation, including charters, project and change and engagement plans, to ensure complex multi-partner, multi-disciplinary initiatives achieve intended outcomes.
11. Participates in the development, review and analysis of process and policy documents related to MHSU programs and services for Indigenous populations.
12. Reviews existing policies and procedures in other Island Health programs and relevant external organizations and researches best practices, trends and innovations that may influence practices and models and provides evidence informed recommendations.
13. Oversees day-to-day management of projects and teams , monitors and provides progress reports to MHSU Program Leadership, including identification, management and mitigation/resolution of risks and issues.
14. Participates in the evaluation of the tool set used by project teams, and makes recommendations regarding the implementation of new or improved tools.
15. Performs other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

Bachelor's Degree in Indigenous studies, health science, or related discipline. Minimum seven (7) years' recent, related experience including healthcare service delivery, First Nations community health services, planning or project management or an equivalent combination of education, training and experience.

Valid BC Driver's License.

Skills And Abilities

- Ability to work in partnership with Indigenous organizations and communities.
- Demonstrated knowledge of Indigenous cultural safety principles and strategies.
- Demonstrated commitment to advance truth and reconciliation.
- Demonstrated facilitation, consultation & presentation skills.
- Demonstrated ability to synthesize complex information and maintain a balanced perspective.
- Demonstrated ability to communicate effectively, including developing clear written reports and making group presentations.
- Demonstrated ability to function effectively in a highly dynamic environment.
- Thorough knowledge of organizational development and change management.
- Demonstrated project management, process re-engineering and organizational skills.
- Demonstrated ability to provide progressive and innovative approaches to service delivery and program issues.
- Demonstrated knowledge of research methodology, practices and techniques.
- Excellent investigative, analytical and problem-solving skills.
- Proficiency in the use of a personal computer and applicable software applications.

- Physical ability to perform the duties of the position.