



## NON-CONTRACT ROLE DESCRIPTION

JD5440

<b>ROLE TITLE:</b>	Director, Allied Health Practice	<b>ROLE DESCRIPTION NO.:</b>	5440
<b>DEPARTMENT:</b>	Professional Practice & Learning	<b>HEABC REFERENCE NO.:</b>	18721708
<b>REPORTING TO:</b>	Executive Director, Professional Practice and Learning	<b>HSCIS CODE:</b>	04082
<b>CLASSIFICATION:</b>	NCEM/Range 11	<b>JOB CODE:</b>	91602

### 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.

Our Allied Health workforce of more than 3,400 staff in 37 disciplines provide a range of preventative, diagnostic, technical, and therapeutic health care and clinical support services across the lifespan and care continuum. They contribute specialized expertise, education, research, and leadership, often working as integral members of a collaborative health care team to improve the health and well being of people in British Columbia. The Director, Allied Health Practice plays a crucial role in identifying, evaluating, preventing and treating diseases, disability and disorders in the community, in hospitals and in clinics. Reporting to the Executive Director, Professional Practice and Learning, the Director Allied Health Practice is a member of the Professional Practice & Learning Leadership Team responsible and accountable for the strategies and leadership of Professional Practice for Allied Health (regulated and unregulated) of 37 disciplines across hospital, community and long term care within Island Health.

The Director, Allied Health Practice works in partnership with the Director, Nursing Practice, and other Corporate and Clinical Service Delivery (CSD) leaders to support the delivery of superior health care by providing leadership and expert advice regarding legislative scopes of practice, regulatory practice standards, controls on practice, professional competencies, inter-professional collaboration, and practice change leadership.

The Director, will be responsible for the development, and strategic advancement of Allied Health discipline specific communities of practice to advance models of care, practice, standards, quality and safety.

Working in close collaboration with key stakeholders across Island Health, and the Professional Practice team, they guide the development of professional standards, supports research activities, and fosters collaboration and problem solving between program and professional staff. This includes representing Allied Health professional practice perspective in decision making forums across the organization. Participates in building a practice environment that promotes: a culture of excellence and safety, a culture of respect and collaboration, a culture of accountability, and a culture of mastery and discovery.

The Director provides leadership and expert advice on allied health issues, including resource planning and research, and links with the Clinical Learning team and Clinical Governance Education cross continuum committee to provide a Professional Practice lens to identify and address learning gaps. The Director plays an integral part in defining the quality of care processes and creating quality practice and learning environments and liaises, influences, and consults with various interest partners to promote and advance professional practice, and to enhance the profile of Allied Health within the context of supporting the goals and objectives of Island Health and its continuity of care.

### DUTIES AND RESPONSIBILITIES:

1. Oversees the development, implementation, and evaluation of effective authority-wide Allied Health Professional Practice policies, standards, practices and strategies in accordance with Island Health vision, values, and strategic directions.

2. Provides direction for optimized services that comply with current legislation, professional standards, and organizational policies; ensures that effective systems and processes are in place to assess practice and credentials for allied health professionals in compliance with accreditation, professional standards and codes of ethics; and ensures that the Professional Practice portfolio meets all applicable provincial and federal standards.
3. Identifies, leads, implements, and monitors quality improvement initiatives and is accountable for the strategies and leadership of Professional Practice for Allied Health (regulated and unregulated) within Island Health.
4. Responsible for developing, implementing, and evaluating strategies that support patient-centred, safe, competent, and ethical practice by promoting evidence-based practice, including being a key champion for quality organization wide. Ensures appropriate communication of changes and updates to documentation to keep staff across the organization up-to-date on changing practices.
5. Develops Allied Health Professional Practice communities of practice for 37 disciplines across the region to enhance professional governance, advance practice standards and quality work environments, , monitoring of Allied Health practice trends, identification of opportunities that promotes innovation and partnerships for improvement, and ensuring consistent delivery of quality Professional Practice service throughout the continuity of care.
6. Supports and or leads Allied Health Health and Human Resource Planning Island Health initiatives.
7. Ensures that effective processes are in place to assess practice and credentials of the continuity of care, Allied Health professional staff in compliance with accreditation and professional standards as well as codes of ethics.
8. Develops and manages the annual budget for Professional Practice. Responsibilities include monitoring budget performance, planning and adjusting operations and/ or staffing to meeting projections and annual targets, and approving expenditures and preparing summaries for fiscal reporting.
9. Participates in the development, implementation, and evaluation of systems and processes to foster sustainability of Allied Health workforce.
10. Creates and promotes development of research opportunities to ensure evidence based practices within an inter-professional team based environment. Liaise with internal and external partners (e.g. Research and Academic Partners) to participate in and promote research and knowledge translation activities.
11. Promotes and builds linkages, alliances and collaborative relations with internal and external contracts and interest partners. Represents Island Health on appropriate committees and advisory groups (e.g. provincial health authority, ministry and academic committees).
12. Provides visionary leadership to staff through mentoring, modelling key behaviours and fostering an atmosphere to promote and encourage employees to realize their maximum potential and growth. Oversees human resource management of the portfolio including recruitment, development and retention, performance planning and appraisals, resolving conflicts, monitoring and evaluating performance, as well as budget performance.
13. Other duties as assigned.

## **QUALIFICATIONS:**

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

A level of education, training, and experience equivalent to a Master's Degree in an Allied Health Discipline. Professional or related discipline and ten (10) years of progressively increasing leadership responsibility in complex health care or academic health sciences environment, including at least three (3) years of management experience.

Current practicing registration with an applicable regulatory body. An understanding of allied health legislation, statutes, regulations, and professional standards of practice and familiarity with current trends and issues relating to allied health and inter-professional practice.

### **Skills And Abilities**

- Thorough understanding of professional practice issues and legislation.
- Demonstrated experience advancing professional practice and facilitation of inter-professional practice.
- Fosters and promotes an environment that is patient and family focused.

- Demonstrated ability to advance strategic initiatives and manage people and budgets.
- Superior leadership, interpersonal, communication, facilitation negotiation, and mediation skills.
- Ability to set and accomplish objectives and manage expectations.
- Demonstrated aptitude for innovative, progressive thinking.
- Demonstrated analytical and problem solving skills.
- Proven ability to foster a collaborative and inter-professional team approach to decision making.
- Proven ability to negotiate and mediate resolution to complex situations.
- Ability to interact tactfully and effectively with staff and others at all organizational levels both internally and externally.