NON-CONTRACT ROLE DESCRIPTION

JD6206

ROLE TITLE:	Consultant, Leadership Development	**ROLE DESCRIPTION NO.:**	6206
DEPARTMENT:	Leadership and Organizational Development	**HEABC REFERENCE NO.:**	1872646
REPORTING TO:	Manager, Leadership and Organizational Development	**HSCIS CODE:**	06060
CLASSIFICATION:	NCEM/Range 8A	**JOB CODE:**	06060N

ROLE SUMMARY

In accordance with the Vision, Purpose, and Values of Island Health, patient and staff safety is a shared responsibility and a core expectation of all employees. Continuous quality improvement, cultural safety, equity, and organizational effectiveness are integral to all aspects of this position.

Reporting to the Manager, the Consultant provides strategic and operational leadership in the design, development, implementation, evaluation, and continuous improvement of leadership learning and development initiatives across Island Health. The role provides expert consultation, coaching, facilitation, and evidence-informed guidance to strengthen leadership capability, organizational effectiveness, employee engagement, succession planning, performance excellence, and culture transformation. Working collaboratively with leaders, Human Resources, subject matter experts, and key interest holders, the Consultant develops and maintains innovative leadership programs, resources, learning pathways, and performance management supports aligned with organizational priorities and the LEADS in a Caring Environment framework. The role also contributes to strategic planning and operational priorities, leads and supports corporate initiatives, and builds collaborative partnerships across Island Health and the broader healthcare system.

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. Facilitates leadership development programs that engage leaders, promote progressive leadership, effective operational management, and consistent leadership practices across Island Health.

2. Supports leadership capability and team development by facilitating leadership development initiatives, implementing leadership development tools, and coaching leaders in the application of leadership competencies, including facilitating learning conversations that promote reflection, accountability, engagement, and performance.

3. Leads the design, development, implementation, facilitation, and evaluation of leadership development programs, learning strategies, and resources that support organizational goals, leadership capability, and workforce sustainability.

4. Develops and maintains leadership learning pathways, curriculum, tools, and resources aligned with the Island Health Leadership Scope and Standard of Practice, supporting leaders at all levels through various learning methods and delivery formats.

5. Leads and supports performance management and leadership effectiveness initiatives, collaborating with HR and other departments to develop and implement tools, education, and resources that strengthen leadership competencies.

6. Evaluates program effectiveness and organizational impact using data, feedback, and performance measures, identifying opportunities for continuous improvement and innovation.

7. Leads and participates in organizational projects and strategic initiatives, developing implementation plans, evaluation frameworks, communication strategies, and interest holder engagement approaches.

8. Monitors emerging trends, research, and best practices in leadership development, healthcare leadership, workforce development, and learning technologies to inform innovative learning solutions.

9. Builds and maintains partnerships with internal and external interest holders, educational institutions, professional associations, and health authorities to support collaboration, knowledge sharing, and best practices.

10. Represents Leadership and Organizational Development and Island Health on corporate, regional, provincial, and national committees, working groups, and partnership initiatives.

11. 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 Leadership, Adult Learning, Organizational Development, Business Administration, Psychology, or a related field, combined with five (5) years of recent related experience in leadership development, learning and development, or human resources, including program design, facilitation, organizational consultation, and interest holder engagement.

Skills And Abilities

- Demonstrated experience in leadership program design, facilitation, learning delivery, organizational consultation, and interest holder engagement.
- Comprehensive knowledge of adult learning principles, leadership theory and assessment, and the LEADS in a Caring Environment Framework, including their application to healthcare leadership development.
- Demonstrated ability to apply change management, organizational effectiveness, performance management, and workforce development principles in a healthcare environment.
- Strong systems thinking, analytical, reflective, and evaluation skills, with the ability to assess needs, analyze data, and develop practical, sustainable solutions.
- Ability to design, facilitate, and evaluate learning programs using a variety of instructional methodologies, technologies, and learning platforms.
- Exceptional interpersonal, consulting, coaching, facilitation, presentation, relationship-building, and communication skills, with the ability to adapt messaging for diverse audiences.
- Demonstrated project management and organizational skills, including the ability to manage multiple priorities and complex initiatives in a large, complex organization.
- Proficiency with Microsoft Office, learning management systems, virtual learning platforms, and other relevant technologies.
- Valid Class 5 BC driver's licence
- Physical ability to perform the duties of the position.