



Director, Health Services

Department: Health Services
Posting Date: April 14, 2023
Location: Nipissing First Nation, ON
Schedule: Standard Work Week (35 hours per week)
Job type: Full time, Permanent
Vacancies: 1
Reports To: Chief Executive Officer

Nipissing First Nation is currently looking for an innovative and strategic leader to fill the role of Director, Health Services. The successful candidate will be responsible for the overall operation of the Health Services programs and services, leading a team of Health Care, Clinical, Administrative and Managerial professionals. As an integral part of our management team, they will be involved with the planning and implementation of healthcare services and programs, liaise, and consult with families/residents, government officials, company resources and professionals in relation to care needs and department activities. Reporting directly to the Chief Executive Officer, the Director, Health Services is a highly motivated individual who demonstrates effective planning and management skills combined with exceptional problem solving and change management abilities

What you'll do in the role

- While there are no two days the same in this dynamic position, below is a highlight of the key responsibilities.
- Development and implementation of strategic short-and long-range infrastructure planning
- To provide leadership and direct the planning, implementation, monitoring, evaluation and quality control for the health services and related programs of Nipissing First Nation (NFN).
- Lead the implementation of NFN strategic objectives related to health services and support the development and implementation of an NFN wellness strategy inclusive of community engagement.
- Ensure integration of the Wiidooktaayang philosophy and approach within departmental staff, program, and service offerings.
- Lead the development of applications for grant and funding programs to support departmental operations and NFN strategic goals related to health services
- Liaise with key stakeholders, prepare reports and documentation as required related to statistics, finances and funding, program delivery
- Responsible for Leading the development of laws, policies and departmental procedures related to NFN Health Services governance and departmental operations
- Accountable for department budgets including the preparation of annual and capital budgets and monthly reports
- Provide leadership in the identification, adoption and promotion of programs and services to enhance the health and well-being of the people of the NFN
- Provide leadership and management to employees of the health services department
- Foster an environment which supports employee growth, development and performance
- Represent NFN and/or department in a related internal and external Committees



Employment Opportunity

- Oversee and implement the NFN Strategic Plan objectives related to health services, including identifying, managing, and monitoring required resources and capacity
- Develop and maintain positive working relationships through regular consultation with staff, members, Chief and Council, and external stakeholders
- Responsible for the management of risks and/or abatement(s), strategic planning and program development

Just a few reasons to join Nipissing First Nation

- Opportunity to work with a dynamic team with career growth across multiple departments
- Nipissing First Nation prides itself in providing its employees with job security, competitive wages and a safe working environment.
- On-the-job and other training as required to support your success in the role
- A defined contribution pension plan
- Comprehensive Health Plan including Medical, Dental, Vision, Life and Disability insurance
- Casual dress
- Better than average vacation and leave packages

What you bring to the table

- The successful candidate will possess a University degree in a health-related discipline, or Public Health Administration, preference will be given to those with a Masters
- Must have experience working in professional health service settings and a minimum of 8-10 years of progressive leadership experience within a similar environment
- Respect for Indigenous culture and willingness to learn Ojibwe
- Through an innovative and continuous improvement and client care mindset, the candidate will have experience in developing and managing related programs
- Proven decision-making abilities are required, combined with strong public engagement skills to build partnerships and collaborative relationships with people inside and outside the organization and to represent Nipissing First Nation on organizational and strategic issues
- Must have experience in sound financial management to include responsibilities for managing budget in a challenging financial environment while maintaining quality output and resource control
- Comprehensive understanding of First Nation health issues, health systems and related matters
- Experienced teambuilder with strong leadership and advocacy skills necessary to ensure the continued successful growth and responsiveness of the department
- Candidates will also require excellent verbal and written communications and interpersonal skills and a proven ability to develop and deliver strong and effective presentations to large and small groups
- A strong focus in customer service excellence and superior strategic and business planning knowledge and skills is necessary as well as proven negotiation and conflict resolution skills
- Proven ability to work effectively and collaboratively with others including other levels of government, internal staff, and stakeholders is valuable as is the ability to build, develop, coach, and support a team of professional staff and to work collaboratively across the department as well as the organization as a whole
- Establish a clear vision for the division and managing change will be critical to the success of the team



Employment Opportunity

- Sound problem solving experience, able to identify and implement creative solutions to complex problems
- Demonstrated competence in working comfortably with people who have a diverse range of skills, knowledge, abilities, and backgrounds
- Ensure a work environment that prioritizes health and safety through actions, processes, and policies
- Incumbent must be bondable, hold a valid Ontario Drivers License and successfully pass vulnerable person police check

Application Deadlines:

Nipissing First Nation adheres to the following process for our recruitment practices.

Closing April 28, 2023 - 1st Round

- Opportunities are open to all registered Nipissing First Nation members. Please advise your status in your application
- Applicants who are considered Round 2 or Round 3 will not be considered, regardless of when the application is received
- If no suitable candidate is found, the process will proceed to Stage Two

Closing May 5, 2023 - 2nd Round

- Opportunities are open to spouses and children of registered Nipissing First Nation members and registered members of other First Nations. Please advise your status in your application
- Applicants who are considered Round 3 will not be considered, regardless of when the application is received
- If no suitable candidate is found, the process will proceed to Stage Three

Closing May 12, 2023 - 3rd Round

- Opportunities are open to all applicants (status and non-status)
- The posting will be open until filled

If you are excited by this opportunity and want to be a part of Nipissing First Nation, please apply online by emailing your cover letter and resume to resumes@nfn.ca no later than 4:30pm on the application deadline noted above.

Are you a member of NFN? If so, please read below:

- ✓ *Nipissing First Nation supports the training and growth of their members and strongly encourages their members to apply to positions.*
- ✓ *Work experience and training opportunities are taken into consideration when screening applications.*
- ✓ *Nipissing First Nation members are encouraged to apply to all rounds of employment postings.*
- ✓ *As per Section 24(1)(a) of the Ontario Human Rights Code, Nipissing First Nation gives preference to First Nation applicants for any employment opportunities.*

Miigwech to all applicants for their interest; however only those selected for an interview will be contacted.