



The Shkagamik-Kwe Health Centre is currently accepting applications from interested, qualified individuals for the position of:

ONE FULL-TIME POSITIONS – DIRECTOR OF DEVELOPMENT

SHKAGAMIK-KWE HEALTH CENTRE

The Shkagamik-Kwe Health Centre (SKHC) provides a wide range of programming services including traditional healing, health promotion, chronic disease management, family-focused maternal/child health care, addictions counselling, mental wellness care, diabetes care, youth empowerment and many other programs. These are provided in a culturally safe manner to the urban aboriginal population living in the City of Greater Sudbury and partner First Nations.

All services are based on implementing best practices for community health care while prioritizing the incorporation of traditional teachings, cultural value systems and traditional healing methods of Aboriginal values emphasizing the connectedness of emotional, spiritual, physical and mental well-being. This unique approach is what makes SKHC so important to the area's Aboriginal population. We provide these services and activities in a culturally safe environment that honours the teachings of our ancestral relations.

POSITION SUMMARY

The Director of Development (DOD) is a strategic, systems level role with regards to developing an Indigenous Interprofessional Primary Care Team (IIPCT). The Director will work with our three partner First Nations Taykwa Tagamou, Constance Lake and Wahgoshig.

The newly developed IIPCT will initially function as a sub office of Shkagamik-Kwe Health Access Centre in Sudbury and report to the Executive Director. The Director of Development is responsible for a process of incorporation and obtaining letters patent.

During this time, the DOD will work to create the foundation for service delivery and will provide care for indigenous people in the urban communities of Cochrane and Kapuskasing areas, as well as within the First Nation Communities of Taykwa Tagamou, Constance Lake, and Wahgoshig. In addition, there are significant numbers of indigenous people from the James Bay coast living in the area, either temporarily or permanently. This area covers a large area along the Highway 11 corridor from Constance Lake First Nation (35 km east of Hearst), through Cochrane and Matheson to Wahgoshig First Nation (50 km east of Matheson). The distance is 385 km and takes 4 ½ hours to travel in good weather.

Taykwa Tagamou First Nation has an estimated on-reserve population of 400 members. Constance Lake FN has an estimated on-reserve population of 820 people with another 650 members living off reserve. Wahgoshig First Nation, formerly known as Abitibi-Ontario has an on-reserve population of 150 people, an off-reserve population of 180 people and is located on the south end of Lake Abitibi on Highway 101. Cochrane has an estimated aboriginal population of 1050 (2011 Census). Kapuskasing has an estimated aboriginal population of 500 people.

This total population of 3100 aboriginal people does not include people from the James Bay Coast communities of Moose Cree, Kashechewan, Albany and Attawapiskat First Nations who are now living in the area but are not counted in the Census or in area First Nation counts.

In order to service and staff this large geographic area appropriately, the DOD will be responsible for developing two hubs and site preparation in the three First Nations.

1. Our main hub will have a clinic site in Cochrane with outreach to Taykwa Tagamou and Wahgoshig First Nations.
2. Our secondary hub will have a clinic site in Kapuskasing with outreach to Constance Lake First Nation.

Building Healthy Communities – Respecting Traditional Values

ACCOUNTABILITIES

Responsible and accountable for the full continuum of health and community programs and services for the IIPCT, including the operations of the health centre(s). The Director of Development will work with a great deal of independence and has primary accountability for all administrative and operational aspects of the development.

LEADERSHIP AND STRATEGIC PLANNING

- Support and participate at a senior level in SKHC strategic planning;
- Establish, lead and implement an expansion-specific health strategy and delivery plan in support of the broader IIPCT development;
- Provide professional advice and expertise to the expansion team and collaborate with other Directors to ensure a culture focused on clientele, as well as on safety and continuous quality improvement;
- Keep abreast of relevant legislation, trends, and Aboriginal health issues to inform strategic direction;

OPERATIONAL PLANNING, MANAGEMENT AND DELIVERY

- Coordinate operations and direct program and service delivery for the IIPCT, including planning, implementing and evaluating outcomes;
- Seek opportunities to strategically increase resources for the IIPCT by identifying new sources of funding, submitting grant requests and proposals, undertaking relevant analysis to support a case for additional resources, etc.;
- Lead ongoing evaluation and needs assessments for the region to advise on new programs, services and projects as well as on improvements to existing programs and services;
- Lead strategic projects for SKHC, including guiding the planning and evaluation of the IIPCT;
- Identify and facilitate key program and service delivery linkages with both internal and external partners;
- Contribute to establishing, revising and upholding SKHC strategic and operational policies, processes and procedures for the development of the IIPCT;
- Ensure responsiveness in emergency situations or crises;
- Lead the expansion team and all areas of HR management including but not limited to job descriptions, staffing and recruitment, learning and development, and performance management;

STAKEHOLDER RELATIONS

- Build and maintain effective and respectful relationships within the region and province, including with Aboriginal leadership, communities and other health system partners both provincially and nationally;
- Serve on relevant internal and external committees as requested;
- Communicate progress and keep all internal stakeholders up to date and informed on pertinent issues and portfolios of work;
- Provide Aboriginal communities and agencies with a degree of professional advice and uphold responsibility as a leader and key resource in Aboriginal health expansion;

QUALIFICATIONS

EDUCATION

- A University degree in a relevant field or an acceptable combination of education, training and experience.

EXPERIENCE

- Significant, recent and relevant experience at a senior level in Aboriginal health (usually acquired over a period of 5 years or more).
- Experience in the provision of Aboriginal health services and programs, clinical health experience and health research considered an asset.
- Experience developing and implementing strategic plans in a multi-stakeholder environment.
- Experience providing leadership to teams.

COMPETENCIES

- Awareness - Thorough knowledge of the Aboriginal health landscape in Ontario. Knowledge of the legacy of residential schools, colonization, assimilation, and their impacts on the health of individuals. Strong understanding of the Provincial and Federal health systems.
- Leadership - Influences, motivates, and inspires others through direct and indirect means to accomplish objectives. Able to champion change, articulate vision, and considers pertinent trends and issues to inform direction. Develops weaknesses, encourages strengths and builds effective teams. Demonstrates self-awareness.
- Decision making - Uses sound judgment to make good decisions based on information gathered and analyzed. Considers all pertinent facts and alternatives before deciding on the most appropriate action. Commits to decision.
- Problem solving - Analyzes problems by gathering and organizing all relevant information. Identifies cause and effect relationships. Comes up with appropriate solutions with minimal supervision.
- Teamwork/collaboration – Strong interpersonal skills. Interacts with people effectively. Able and willing to share and receive information. Collaborates within and across groups. Supports group decisions. Puts group goals ahead of own goals.
- Adaptability - Adapts to changing work environments, priorities and organizational needs. Able to effectively deal with change and diverse people.
- Planning/Organizing - Proactively plans and organizes tasks and work responsibilities to achieve objectives. Sets priorities and schedules activities and manages time effectively. Allocates and uses resources properly.
- Work standards - Sets and maintains high professional and performance standards. Pays close attention to detail, accuracy, quality and ensures follow through.
- Motivation - Displays energy and enthusiasm in approaching tasks. Commits to putting in additional effort. Maintains high level of productivity. Self-directed and encourages others.
- Initiative - Acts to influence outcomes. Generates ideas for improvement, takes advantage of opportunities, suggests innovations, does more than required.
- Integrity - Shares complete and accurate information. Maintains confidentiality of highly sensitive information. Adheres to organizational policies and procedures. Meets own commitments.
- Reliability - Takes personal responsibility for job performance. Completes work in a timely and consistent manner. Sticks to commitments and reports back on status of assigned tasks.
- Communication - Strong written and oral communication skills. Expresses ideas succinctly and effectively. Organizes and delivers information appropriately. Listens actively. Negotiates effectively and respectfully.
- Stress tolerance - Displays emotional resilience and the ability to withstand pressure. Deals with difficult situations while maintaining performance and professionalism. Seeks support from others when necessary. Uses appropriate coping techniques.

WORK CONDITIONS

Travel between sites in the geographic region and throughout the province is required. Willing to work flexible hours, including evenings and weekends when required.

REQUIREMENTS

- Valid government issued driver's license
- Access to a reliable vehicle
- Maintain current and satisfactory police check

CONTRACT

This is a full-time (35 hours/week) permanent position. The Shkagamik-Kwe Health Centre is committed to offering competitive salary packages, an incredible work environment and opportunities for career advancement.

HOW TO APPLY

Shkagamik-Kwe Health Centre is an equal opportunity employer, however hiring preference will be given to qualified Aboriginal applicants. For further information, please visit our website at www.skhc.ca. Qualified candidates can apply via e-mail, mail, facsimile or in-person, before 12:00 pm on December 7, 2018:

Shkagamik-Kwe Health Centre
161 Applegrove Street
Sudbury, Ontario P3C 1N2

EMAIL: resume@skhc.ca
CONFIDENTIAL FAX: 705-675-6277

We thank all those who apply. Only those selected for further consideration will be contacted.
As we promote employment equity, we encourage candidates to voluntarily self-identify if they are Aboriginal, and/or a member of a visible minority group.