



# Health Director

## Job Posting

<b>Position:</b>	Health Director
<b>Hours:</b>	35 hours per week
<b>Wage:</b>	\$46.04 - \$52.53 per hour ( <i>starting wage commensurate with experience</i> )
<b>Start Date:</b>	ASAP

*At Lake Babine Nation, we believe that through good governance, we will ensure all members have a healthy, traditional, and prosperous future. Our commitment to respect, honesty, tradition, and health and wellness helps enable a strong community and brings a rich culture to Lake Babine Nation as a workplace. Our commitment to excellence creates the opportunity for an empowering and rewarding career with the Nation.*

### **JOB SUMMARY**

Reporting to Lake Babine Nation's (the "Nation") Chief Operation Officer ("COO"), the Health Director leads the Health Department in delivering community-based healthcare programs and services to enhance the health and wellness of members and communities in the Nation. The Health Director is responsible for the innovative design and implementation of public and preventative health services, development and implementation of strategic plans, meaningful engagement, relationship building, fiscal management of the department budget, compassionate leadership of staff, effective communications, and facilities management.

The Health Director embodies the concept of two-eyed seeing – with one eye, viewing the world through Indigenous ways of knowing and with the other eye, viewing the world through Western ways of knowing. With this gift of multiple perspectives, the Health Director collaborates with other department leaders, the Executive Team, and staff to ensure community health and wellness is strengthened and a healthy, traditional Nation emerges with effective healthcare programs, services, and delivery.

### **OVERVIEW OF DUTIES & RESPONSIBILITIES**

- Works with other department leaders and the Executive Team to set a clear vision and strategic direction for the Health Department and Nation.
- Maintains strong knowledge of LBN's position with respect to Health Transfer and other important initiatives; incorporates necessary action into strategic plans.
- Works collaboratively with the Health and Wellness Committee to identify and resolve challenges and barriers in Health.
- Assesses existing structure to ensure program delivery is in compliance with all policy, legal, contractual, budgetary and/or other requirements.
- Adheres to all requirements, reporting and otherwise associated with First Nations Health Authority (Health Transfer) and any other funding agencies.
- Ensures regulatory compliance of all health site operations with professional standards, safety laws, fire codes and any related federal, provincial and municipal government requirements.
- Implements effective change management strategies tactfully and collaboratively with a participatory leadership style.
- Provides compassionate leadership and mentorship to the Health Department staff; effectively and clearly delegates projects, initiatives, duties and responsibilities, navigating the department's workload to ensure balance across teams and staff.
- Establishes and maintains effective relationships with external health partners, such as First Nations Health Authority and Northern Health.
- Leads annual strategic planning with Health staff to facilitate the development of the annual Health Department work plan, incorporating traditional protocols, culture, and language into work plans and initiatives.

### **MINIMUM REQUIRED QUALIFICATIONS**

#### **Education, Experience, Certifications, Training**

- Minimum of a bachelor's degree in public health, health administration, health sciences, nursing, mental health, social work, or business administration.
- Minimum of ten (10) years of recent experience in the health sector with progressively more senior roles, including three (3) years in a senior leadership position.
- Experience working in a First Nations community setting is preferred.
- Experience in a First Nations community health setting is an asset.



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### Knowledge, Skills, & Abilities

- In-depth experience with health organizations or entities, direct negotiations, and establishing agreements amongst complex interest groups.
- Knowledge of First Nations governing bodies and experience working with First Nations communities.
- Demonstrated ability to work in a collaborative leadership environment.
- Demonstrated ability to provide leadership in a diverse team environment.
- Demonstrated ability to lead, plan, direct, manage, and implement change.
- Exceptional communication and interpersonal skills; is equally comfortable on a stage, at the leadership table, in community, and in a business setting.
- Demonstrated ability to build effective working relationships with diverse and complex groups.
- Proven experience in facilitating community engagement sessions to gather input and feedback from community members, particularly regarding health programs and services.
- Proven experience preparing and presenting budgets, reports, policies, and proposals.
- Strong understanding of Indigenous culture, values, and community dynamics.
- Proven track record in developing and implementing strategic plans.
- Proficiency in the use of personal computer applications, such as Microsoft Office Suite.

### Position-Specific Competencies

- Initiative: self-starter; takes responsibility for own time and effectiveness. Takes the first step to identify and address existing or potential obstacles, challenges, and opportunities.
- Judgement/Decision Making: considers different perspectives before making a decision; weighs different options and evaluates risks. Reaches logical conclusions and decides on an appropriate plan of action. Reflects on previous decisions to learn and improve.
- Innovative: Keen to explore new ideas, techniques, and technologies. Applies creative thinking to handle challenges and seek new opportunities.
- Problem Solving: anticipates, identifies, and defines problems; seeks out the root causes. Uses critical thinking to develop and implement practical and timely solutions.

### EMPLOYMENT REQUIREMENTS & CONDITIONS

#### Job requirements

- Valid BC Driver's License
- Completion of a Criminal Records Check with satisfactory results relevant to the position.
- Completion of a 5-year ICBC Driver's Abstract.

#### Working Conditions

- Ability to travel is required.
- Flexible hours, including evenings and weekends, may be required.
- Extended work hours may be required.

#### APPLY NOW!

Complete the [application form](#) and email with your cover letter and resume to HR:

**Attention:** Human Resources

**Email:** [hr@lakebabine.com](mailto:hr@lakebabine.com)

*Pursuant to Section 41 of the BC Human Rights Code, preference may be given to applicants of indigenous ancestry.*

**We thank all participants – short listed candidates will be contacted for an interview.**