



Director of Health Full-Time

Port Hardy and North Island
Quatsino

Friday October 9, 2026

\$41+/- hour (\$80,000 - \$140,000)

Company: Quatsino First Nation

Industry: Management/ Administration

How to apply:

Please Apply If you are an experienced health leader who is committed to Indigenous health, community wellbeing, cultural safety, and strong service

delivery, we encourage you to apply. Submit your resume and cover letter to nicola.diplock@quatsinofn.ca Application Deadline: October 23, 2026 Quatsino First Nation is committed to Indigenous employment and community-based hiring. In accordance with Section 42 of the BC Human Rights Code and Section 15 of the Canadian Charter of Rights and Freedoms preference may be given to qualified Indigenous applicants in accordance with applicable human rights legislation and Quatsino First Nation's employment policies and practices.

Expiry Date:

Friday, October 23, 2026

Details:

Get to know us: We, the Quatsino First Nation, proud descendants of the Gusgimukw who were placed on these lands by the Creator, have persevered throughout time by valuing our traditions and people and by continually exercising our inherent right to the lands and resources of our traditional territory. Through resilient leadership, consistent communication, and working together we will empower our community to strive forward and succeed in reviving and rebuilding our unique language and culture, strengthening our governance structures, and providing equitable services and opportunities that create a vibrant, healthy community that is self-governing, prosperous, supportive and carries our growing knowledge forward for future generations. Join us in supporting our traditions and our people! The Opportunity: Quatsino First Nation is seeking an experienced and community-minded Director of Health to provide strategic and operational leadership for the Nation's health services. The Director of Health is responsible for overseeing the Health Centre and the delivery of health, public health, and preventative health programs. This position leads the Health team, supports high-quality and culturally safe service delivery, manages health funding and budgets, develops workplans, and builds strong relationships with community members, leadership, healthcare professionals, and external agencies. The successful candidate will bring strong leadership experience, an understanding of First Nations health and wellness, and a commitment to integrating cultural safety, traditional knowledge, and holistic approaches into health services. This is an opportunity for a health leader who is comfortable working independently, building

relationships, identifying opportunities for improvement, and translating community priorities into effective health programs and services. What You Will Do

Health Services and Programs

- Provide leadership and oversight of health programs, including public health and preventative health services.
- Evaluate health programs and identify opportunities to improve services based on community needs and priorities.
- Promote health education, wellness, prevention, and awareness within the community.
- Work with Chief and Council, staff, community members, and healthcare providers to strengthen health services.
- Maintain current knowledge of legislation, regulations, standards, and policies affecting health services.

Health Centre Operations

- Oversee the day-to-day operations of the Health Centre and ensure services are delivered effectively and safely.
- Lead recruitment, onboarding, training, supervision, performance management, and development of Health Centre staff.
- Develop, implement, and regularly review policies, procedures, and operational practices.
- Oversee scheduling, staffing, leave, payroll information, training requirements, and resource management.
- Participate in the development, implementation, and review of emergency preparedness and response plans for the Health Centre, including continuity of essential health services during emergencies.
- Coordinate with community leadership, emergency management personnel, healthcare providers, and external agencies as required during health-related emergencies or community emergency situations.
- Ensure Health Centre staff understand their roles and responsibilities during an emergency and participate in appropriate emergency preparedness training and exercises.
- Ensure appropriate health and safety practices and operational protocols are in place.
- Maintain appropriate standards for confidential records, documentation, and information management.
- Oversee security and privacy practices relating to sensitive health and organizational information.
- Identify and address privacy, security, and information-management risks and ensure staff understand their responsibilities.
- Support the investigation, documentation, and reporting of privacy or security breaches when they occur.

Funding, Budgeting and Reporting

- Develop an annual Health Department budget and workplan aligned with community priorities, funding agreements, and organizational objectives.
- Manage health funding and monitor expenditures, budgets, and funding requirements.
- Prepare reports, proposals, and funding requests as required.
- Identify opportunities to strengthen existing funding and pursue additional resources to support community health

priorities. •Monitor budget variances and recommend adjustments where required. •Ensure health programs and services meet applicable funding and reporting requirements. Leadership and Team Development •Provide clear, supportive, and accountable leadership to the Health team. •Hold regular one-on-one meetings with employees and support professional growth and development. •Lead annual performance reviews and goal setting. •Foster a positive workplace built on communication, collaboration, accountability, and respect. •Identify training and professional development needs and support staff in maintaining current skills and knowledge. •Build effective interdisciplinary relationships within the Health Centre and across all departments. Community and External Relationships •Build trusted relationships with community members, leadership, Elders, healthcare professionals, and service providers. •Advocate for appropriate health services and resources on behalf of the community. •Develop and maintain effective relationships with external health agencies, funding bodies, and healthcare professionals. •Represent Quatsino First Nation in health-related meetings, partnerships, and initiatives as required. •Ensure health programs reflect community priorities, culture, and the holistic wellbeing of community members.

Qualifications & Experience:

What You Bring Education and Experience •Master's degree in Nursing, Mental Health, Health Administration, Social Work, or a related field, or an equivalent combination of education and experience. •A minimum of 7 years of experience in Indigenous health or a related field, including experience supervising or managing staff. •Willingness to complete First Nations Health Director Certificate program. •First Aid Level 1. •Valid BC Class 5 Driver's Licence. •Satisfactory Criminal Record Check and Vulnerable Sector Check. •Proof of immunization and required medical clearances. Knowledge and Skills •Strong knowledge of First Nations health programs, services, and relevant legislation. •Understanding of the health and wellness priorities and challenges affecting Indigenous communities. •Knowledge of, or willingness to learn about, Quatsino First Nation culture, community priorities, and protocols. •Demonstrated cultural awareness and respect for First Nations cultural, spiritual, and community protocols. •Understanding of the historical and ongoing impacts of colonization, including residential schools, on Indigenous health and wellness. •Ability to integrate cultural safety, traditional knowledge, and holistic approaches into health programs and services. •Strong

leadership, team-building, coaching, and mentoring skills. •Experience developing and implementing policies, procedures, workplans, and budgets. •Strong communication, relationship-building, and problem-solving skills. •Ability to manage confidential and sensitive information with professionalism and discretion. •Intermediate computer skills and the ability to work effectively with health, administrative, and information-management systems. •Ability to work independently while maintaining strong communication and collaboration with leadership, staff, and community.
