



Niislaa Naay Healing House Society

Job Posting

Health Director

Salary: 57.15-64.28

Type: Full-time permanent

Location: 347 Eagle Ave Old Masset

About the Role

The Health Director is responsible for the day-to-day management and coordination of health services at Niislaa Naay Healing House Society. This includes oversight of health programs, human resources, and financial resources to ensure effective, efficient, and culturally safe health service delivery. A key focus is mobilizing staff and community efforts to provide impactful services while promoting traditional Haida culture and values

Key Responsibilities

Leadership on Health & Wellness Programs

- Lead the planning, implementation, and evaluation of culturally relevant health and wellness programs.
- Promote community health, First Nations concepts of wellness, and grounded in *Xaads Xiinaangaa Haida Ways of Being* and traditional Haida values.
- Advocate for the health and wellness needs of the community.
- Coordinate interventions during emergencies, trauma, and crises.

Planning, Policy, and Compliance

- Lead consultative processes to identify and address community health priorities.
- Develop and implement community health and wellness plans, policies, and procedures.
- Ensure compliance with relevant legislation, organizational policies, and funding requirements
- Prepare and monitor annual operating plans/strategic plans that are co-developed and implemented in partnership with the board
- Collect and analyze data to evaluate program effectiveness and inform decision-making.
- Build relationships with community members, staff, the Board of Directors, and partners.

Partnerships and Collaboration

- Build and maintain strong relationships with community members, staff, the Board, and stakeholders.
- Collaborate with partners, including First Nations Health Authority, First Nations Health Directors Association, First Nations Health Council, and regional health authorities such as the Primary Care Networks, to enhance services.
- Provide the Board with updates on community health issues and organizational performance.

- Ensure effective communication with all stakeholders, including regular updates to the Board.

Management and Supervision

- Oversee staff and contractors, including recruitment, coaching, mentoring, and performance management.
- Foster a collaborative and respectful work environment.
- Support staff development through training and capacity-building initiatives.
- Supervise and manage health staff and contractors, providing coaching, mentoring, and performance management.

Qualification

Minimum Requirements

- A university degree in Health Sciences, Human Services, or a related field is an asset.
- A minimum of 5 years of employment experience in senior management finance roles, preferably in the health care field.
- Experience in First Nations community-based healthcare.
- Valid Class 5 driver's license.
- Satisfactory Criminal Record Check.

Preferred Experience, Knowledge, and Skills

- Proven experience in developing, implementing, and evaluating culturally relevant health programs.
- Knowledge of Haida culture, traditions, and protocols or a willingness to learn.
- Strong leadership and management skills, including experience with financial and human resource oversight.
- Knowledge in systems such as Adagio, MOIS, and FNHA Kucen
- Strong leadership skills in a non-for-profit organization run by a Board of Directors
- Familiarity with the First Nations health system in BC and tripartite health initiatives.
- Strong communication, conflict resolution, and crisis management skills.
- Proficiency in using computer systems and software for reporting and planning
- Strong leadership skills with experience managing staff and financial resources.

Personal Attributes

- A commitment to improving community health and wellness outcomes.
- Creative and independent thinker with strong analytical skills.
- Patience, tolerance, and sensitivity to individual needs, ensuring respectful and fair treatment for all.

HOW TO APPLY

Are you interested in making a meaningful impact in the community? Please submit your resume with cover letter and 3 professional references to Sonia Rice at chair@haidahealth.ca. The position will remain open until filled.

We sincerely thank all applicants for their interest in a role with Niislaa Naay Healing House. Only applicants who are selected for an interview will be contacted.