



Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

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Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/05/05

Executive Director

Job ID	48-2F-DA-6A-DD-79	
Web Address	https://careers.indigenous.link/viewjob?jobname=48-2F-DA-6A-DD-79	
Company	First Nations Health Authority	
Location	West Vancouver, British Columbia	
Date Posted	From: 2018-09-20	To: 2018-10-20
Job	Type: Full-time	Category: Human Resources
Languages	English	

Description

You are an energizing, versatile and authentic leader that has the ability to think big and broad, but also enjoys understanding and executing on the details. As a key member of the HR Leadership team, you will represent the VP, Human Resources (VP, HR) in key meetings with internal and external stakeholders, including professional regulatory bodies; health authorities, federal and provincial government departments; educational institutions and unions. In this newly created role, you will work with Vice President HR and Human Resource Leadership Circle to provide frameworks for planning, designing, implementing and assessing numerous aspects of human capital strategies, programs, and processes in the areas of Organizational Development and Effectiveness, Employee Communications, HR Operations and Advisory Services (including labour relations), Total Compensation, Learning and Development (including talent management, leadership development, training and employee experience), Workplace Health, Safety and Wellness and Projects, Systems and Governance.

Principal Duties and Responsibilities

1. Provides strategic level supports to the VP HR in the development and management of FNHA's annual and long-term strategic and operational human resources plans in alignment with the Multi-Year Health Plan (MYHP) and 3 Year CEO Strategic Roadmap.
2. In partnership with VP HR, develops and implements human resources programs that build upon a common FNHA organizational culture founded upon the 7 Directives, the First Nations Perspective on Health and Wellness and Shared Values.
3. Works with VP, HR and HR Leadership Circle (HRLC) to manage financial resources to meet VP, HR annual mandate and objectives, including breakdowns by specific departments (as applicable), within budget delegated by the CEO to the Vice President, Human Resources in compliance with FNHA financial policies and directives. Financial performance will be reviewed and discussed quarterly with the CEO.
4. Works with VP, HR to ensure accountability and leadership for effective corporate reporting and compliance of HR Mandate.
5. Performs environmental scans for changes and trends with external stakeholders in general HR and health space and recommends how it impacts FNHA policies and practices. This includes, but not limited to, workplace wellness; Human Rights; Occupational Health and Safety related; legalization of marijuana. Follows and understands Advanced Education landscape at the University level for health sciences program and works with VP HR to define and recommend Health Human Resource strategy for FNHA.
6. Represents FNHA interests on and to external committees and organizations such as Ministry of Health, Health Authorities, Standing Working Committee, Joint Project Board, FNHA's legal partners, as assigned by VP HR
7. In absence of VP HR, serves as the primary point of contact for all significant human resource matters and accountable for ensuring excellent leadership, service delivery, management and direction to the FNHA for responses.
8. Plays a key role in the development of leadership, at all levels, consistent with First Nations approaches and teachings, with a focus on developing and increasing the number of BC First Nations and aboriginal leaders across the organization.
9. Champions the concepts of lateral kindness and cultural safety and humility, and the HRLC and HR Department role in their implementation and achievement, both within the team and more broadly within the ecosystem of health and

wellness.

10. Oversees and leads HR driven organizational effectiveness and change management initiatives by collaborating and influencing diverse teams, and functional leaders enabling the broader FNHA to adapt to the necessary changes needed to meet goals of FNHA, such as Regionalization, while ensuring long term sustainability. Collaborates with Senior Executive Teams, enabling them to drive the changes across the organization and First Nations communities.

11. In collaboration with SET, VP HR and organization leaders, identifies and facilitates transformational change management opportunities to foster a positive acceptance of change and adoption of desired behaviours and practices.

12. In collaboration with Communications department, develops and implements internal communications campaigns to educate employees on HR initiatives and introduce organization wide changes in a sensitive and culturally appropriate manner.

13. Serves as an internal consultant and executive coach to SET and senior leadership to provide guidance on highly complex matters and facilitate: strategy sessions; team effectiveness; and organization culture changes.

14. Provides the Senior Executive Team (SET) with strategic-level reporting at a departmental level, as applicable. Reporting includes: board committee reports, department progress reports for Senior Executive Team meetings, organizational risks, staff safety concerns and workforce wellness and crisis response, as appropriate.

15. Facilitates, supports, and provides expertise on organizational structure designs, redesign efforts to ensure effectiveness and sustainability through interventions based on programs, processes, and systems aimed at meeting organizational objectives

16. Provides project management for FNHA-wide organizational structural initiatives that require facilitating team efforts and helping to define project goals, timelines, resource requirements and planning to cope with conflict in the plans

17. In partnership with VP HR, provides senior leadership and support to the HR Directors and HR team to ensure that performance plans are developed and that key performance objectives are achieved for all HR staff.

18. Provides strategic leadership to the development and review of corporate policies, executive directives and procedures within the Human Resources portfolio, including adhering to the established annual policy calendar and centralized policy function and bringing the best policy options forward to the CEO for review and approval.

19. Provides operational leadership and direction to implement effective human resources plans, systems, processes, practices, in collaboration with HR Directors and the HR team.

20. Leads and manages a team of professionals to ensure HR services are effectively meeting the needs of the organization define expectations, monitor performance of staff, provide positive and constructive feedback concerning performance levels. Performs full scope of people management responsibilities such as recruitment, wellness, learning & development planning, coaching, performance evaluation and discipline.

21. Provides ongoing consultation, informal training and development, coaching and advice to employees, leaders and other human resources team members

22. Facilitates the process of building strong leadership and team environment with the underpinnings of First Nations culture across HR department.

23. Provides direction, oversight and monitoring of HR service standards and performance metrics.

24. Leads responsibility for HR related risk management and business continuity activities.

25. Introduces and institutionalizes HR audit practices to examine HR systems, policies and procedures to identify strengths and limitations that require resolution and thereby focus on improving and evolving the overall HR services to FNHA stakeholders.

26. Provides input to support the development of corporate policies, executive directives and procedures of other departments and teams, as applicable.

27. Performs other related duties as assigned.

Job Specifications

Education, Experience and Personal Qualities

Education

• Degree in Business or Human Resources (or equivalent combination of education and experience).

• Masters Degree an asset.

Professional Designation

• A human resource designation (CPHR, CPP).

• Professional Certified Coach (PCC) and/or Certified Organization Development Professional designation is an asset.

Experience

- At least 10 years of progressive experience in a senior human resources leadership role.
- Extensive experience in human resource management in complex settings, including supporting labour relations and negotiations.
- Experience working with senior leaders and executive teams
- Experience or knowledge running a HR service across a broad geographic location.
- Hands-on experience working with leadership in organization wide change and transformational initiatives
- Human Resource Management experience in an Indigenous setting.

Knowledge & Skills

- Ability to model the behaviours of the WELLNESS philosophy throughout the organization.
- In-depth knowledge of legislation and regulation governing human resource management in British Columbia.
- Self-directed, influential and a visionary, understands transformative change and the role of leadership in supporting change.
- Strong administrative skills including in financial management, budget preparation and forecasting and project management.
- Demonstrated skills in critical thinking and analysis, strategic planning and policy development and management.
- Effective negotiation, oral and written communication skills, engaging and optimistic.
- Collaborative team player with strong interpersonal skills, motivated, confident.
- Computer and communication technology and software abilities.
- Politically and culturally sensitive.
- Familiar with the Tripartite Agreement and formation of the FNHA.
- Knowledge of the First Nations perspectives of health and wellness is an asset.

Competencies

- Awareness - Thorough knowledge of the current First Nations health governance landscape in BC.
- Leadership •“Influencing, motivating, and inspiring others through direct and indirect means to accomplish organizational objectives including people and partnership development in a manner consistent with the 7 Directives, Shared Values, and Wellness Operating Principles. Able to champion change, in partnership with others, by living the First Nations perspective of health and wellness.
- Cultural Humility •“ Displays cultural knowledge, appropriateness and context, with an understanding and curiosity regarding BC First Nations culture, including understanding of cultural safety, humility and lateral kindness
- 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 problem 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 the group and across groups. Supports group decisions. Puts group goals ahead of own goals.
- Adaptability - Adapts to changing work environments, work 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. 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 the job. Commits to putting in additional effort. Maintains high level of productivity. Self-directed.
- Initiative - Takes action to influence events. 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.
- Stress tolerance - Displays emotional resilience and the ability to withstand pressure on an on-going basis. Deals

with difficult situations while maintaining performance and professionalism. Seeks support from others when necessary.
Uses appropriate coping techniques.

How to Apply

APPLICATION DEADLINE

October 5th, 2018 at 4:00pm

Submit your Cover Letter & Resume as one document.

Apply Online!

www.fnha.ca/about/work-with-us or Confidential Fax: (604) 913-6135

Please include "Self-Identified" , if you are voluntarily identifying yourself as First Nations or Aboriginal.