



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.

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Job Board Posting



Careers.Indigenous.Link

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Vice President Experience, Transformation And Social Accountability

Job ID	6B-F7-9B-D7-A5-A4	
Web Address	https://careers.indigenous.link/viewjob?jobname=6B-F7-9B-D7-A5-A4	
Company	Holland Bloorview	
Location	Toronto, Ontario	
Date Posted	From: 2023-02-02	To: 2023-02-16
Job	Type: Full-time	Category: Health Care
Languages	English	

Description

Reporting to the President & Chief Executive Officer, and as part of the Senior Management Team, the Vice President Experience, Transformation and Social

Accountability leads Holland Bloorview's commitment to:

- client and family experience;
- client transitions through the lifespan of care and services;
- collaborative practice;
- Caring Safely (Holland Bloorview's commitment to high reliability in client and staff safety) and quality performance;
- health equity; clinical bioethics; and inclusion, diversity, equity, accessibility and anti-racism (IDEAA). IDEAA - Inclusion, Diversity, Equity, Accessibility and Anti-Racism

Accountabilities:

As the hospital's social accountability lead and responsible executive, the Vice President is accountable for advancing IDEAA strategy and health equity, supported by the IDEAA team and catalyzing teams and resources across the organization including within the academic teaching and research mission. This individual focuses on advancing social justice, equity, accessibility, social determinants of health and anti-racism for the Holland Bloorview team, clients and families in all facets of the hospital's mission including care, teaching and research.

By leading the health equity strategy, the Vice President provides oversight of the development, maintenance, and associated analytics for understanding and support of evidence and data informed decision making to improve client outcomes and population health.

The successful incumbent will provide leadership (Chair or Co-Chair) to the IDEAA task force to help the hospital achieve its short and long term goals by providing guidance and expertise. Together with the Senior Management Team, the individual will lead the movement to amplify the diverse voices, perspectives, and justice-seeking change ideas offered by staff, students, clients, and families who have been historically marginalized by the health system.

Client and Family, Transitions, Practice and Quality, Safety and Performance Accountabilities:

The Vice President will lead teams responsible for four key areas: First is Quality, Safety and Performance which includes accreditation, Caring Safely, overall clinical risk and performance management and privacy compliance. Second is Collaborative Practice, which focuses on effective and timely ways to adopt research and evidence based practice into care and includes oversight for regulatory standards for all health disciplines. Third is Client and Family Integrated Care which includes Client and Family Relations, family education and peer support, the Family Leadership Program, and various other client experience initiatives. Fourth is Transitions & Community Partnerships, the organizational commitment to advancing transition planning and experience throughout the lifespan and within and outside Holland Bloorview.

The individual is the executive lead responsible for the Quality Committee of the Board of Directors.

Education Requirements

Education/Experience

At minimum Master's level preparation in a related discipline.

Current successful strategic and operational senior level experience obtained in an academic health sciences centre.

Significant knowledge of and experience in leading and managing inclusion, diversity, equity, accessibility and anti-racism strategy and operations.

Understanding of theories of anti-oppression and anti-racism.

Understanding of and experience in governance of quality, safety and performance at the Board of Directors level.

Experience leading or participating in senior level multi-organizational or system initiatives e.g. Toronto Academic Health Science Network, committees of Ontario Health etc

Experience in a paediatric or rehabilitation environment would be ideal.

A clinical professional background in one of the health disciplines is an asset.

Lived experience as a member of a group underrepresented in healthcare executive leadership (e.g. BIPOC, disability, 2SLGBTQ) an asset.

Essential Skills

Key Competencies

Exceptional ability to communicate and promote the mission, vision, values, goals and strategic direction of the organization with a sense of urgency, enthusiasm and a drive for results. Able to persuade and influence others and contribute to the evolving Holland Bloorview culture.

Knowledge and commitment to equity, diversity, inclusion, anti-discrimination and anti-racism. Curiosity about the lived experiences of others and commitment to continuous learning.

Knowledge and demonstrated experience in approaches to effectively manage change and build capacity. Demonstrated ability to lead the change process by engaging stakeholders, helping all stakeholders see the necessity and value of change, anticipating and dealing effectively with resistance to change and demonstrating personal commitment to change through actions and communication.

Leadership experience in continually seeking to understand and act upon internal and external client needs, concerns and priorities. This includes a broad knowledge of the changing healthcare environment and awareness of current trends and best practices in health service delivery.

Knowledge and demonstrated success in leading in an environment committed to academic excellence and experience in working with outcomes as a means of evaluation and performance management.

Demonstrated success in working with a wide range of constituents. Effective team player with leadership values that reflect a commitment to the development of others, culture development and best outcomes in a multi-disciplinary/complex environment. Has worked with various constituents, individuals and teams to build consensus and support for change initiatives to achieve corporate, program and research and teaching goals.

Well-developed conceptual, analytical and negotiating skills.

Additional Skills

Understanding of and a commitment to an environment that is continually challenged by a need for excellence while experiencing human and financial resource constraints.

Exceptional interpersonal skills in conjunction with strong people leadership skills. Knowledge and sensitivity to the needs and interests of all stakeholders. Capable of setting performance standards, exhibiting mature judgment and managing a team toward meeting and exceeding objectives. Self-directed with a capacity for managing, executing and evaluating many complex, competing projects and initiatives in evolving, changing and stressful environments.

Flexibility and a tolerance for ambiguity in a constantly evolving organization and health environment.

Leadership and personal presence that inspires confidence and credibility with senior management, medical staff, leadership, staff, clients and families and the Board of Directors.

How to Apply

Click "Apply Now"