



Executive Director, Aboriginal Health





The Organization

One of five regional health authorities in British Columbia, Fraser Health Authority (FH) organizes and operates a 'system for health' and delivers prevention, hospital, residential, community-based and primary health care services to approximately 1.80 million people, including 32 First Nations communities, in the Lower Mainland, accounting for just over one third of the total provincial population.

Twelve hospitals span from Burnaby to Hope. The operations of these locations, as well as an outpatient care and surgery centre, mental health care, public health, home and community care are all guided by the below vision, purpose, values and commitments. Over 25,000 staff members, 2,600 physicians and 8,000 volunteers working in partnership to achieve this.

Vision

Better health. Best in health care.

Purpose

To improve the health of the population and the quality of life of the people we serve.

Values

Respect, caring and trust characterize our relationships.



The Organization (cont.)

Commitments

To be passionate in pursuit of quality and safe health care.

To inspire individual and collective contribution.

To be focused on outcomes, open to evidence, new ideas and innovation.

To embrace new partners as team members and collaborators.

To be accountable.

In February 2018, FH was named on of the top 10 best places to work in British Columbia by Indeed, who gathered the reviews of hundreds of thousands of employees to compile the list. The only provincial health authority on the list, FH has a highly engaged and committed workforce, a strong corporate culture and an emphasis on employee development. These elements are what FH is known for and contributed to achieving prestigious recognition as an “employer of choice”.



Aboriginal Health at the Fraser Health Authority

Fraser Salish Regional Health and Wellness Plan

The **Fraser Salish Regional Health and Wellness Plan** is a living plan which establishes a common voice and perspective on health and wellness in the region. It describes a **vision and guiding principles**, and **regional health and wellness priorities**. The **Plan** aims to improve the health and wellness of Fraser Salish First Nations while regional partnership accords have opened new opportunities for **regional-level collaboration and coordinated action** toward the delivery of health services in a manner that respects the diversity, cultures, languages, and contributions of First Nations. The **Fraser Region Health Partnership Accord** makes space for shared decision-making and increased Fraser Salish participation in decisions about health services within the FH region.

The **Plan** is represented and comprised as the components of a cedar basket – Pillars, Common Threads, and the Base. There are four pillars in this plan with specific objectives:

1. Primary Care
2. Public Health & Health Literacy
3. Mental Wellness & Substance Use
4. Social Determinants of Health

FH has incorporated Aboriginal Health in its strategic plan in these four key areas. Priorities for collaborative action have been identified, and specific work is underway expanding access to primary care in First Nations communities, improving supports for mental wellness and substance abuse services, and striving to create a more culturally competent and representative health services organization. Targeted efforts to leverage resources and experience in broader partnerships against the tragedy of youth suicide are also a key focus.



Aboriginal Health at the Fraser Health Authority (cont.)

Implementation plan

Fraser Health and First Nations Health Authorities have partnered to invest \$2 million to achieve the priorities outlined in the plan. On October 3, 2017, the Aboriginal Health Steering Committee approved two initiatives for investment:

1. To establish an Indigenous Primary Health and Wellness Home that provides culturally safe integrated care for Indigenous Peoples in Fraser South.
2. To improve determinants of health and chronic health conditions using community development and community engagement to initiate, develop, coordinate and support community health and wellness initiatives.

The above two initiatives represent the first steps being taken in addressing the four pillars set out by the **Fraser Salish Regional Health and Wellness Plan**.



The Opportunity

A newly created role of **Executive Director, Aboriginal Health** has been established to support and further the vision, directive and goals of FH in relation to Aboriginal Health and as intended in the **Fraser Salish Regional Health and Wellness Plan**. Reporting to the Vice President of Population Health and the Chief Medical Health Officer, the newly appointed Executive Director provides leadership for the planning, coordination, integration, operation and evaluation of Aboriginal Health programs, policies and services throughout FH, while promoting, enhancing and facilitating the embedding of cultural safety and humility within all levels of the organization. The Executive Director will work in partnership with the First Nations Health Authority (FNHA), Fraser Salish Health Council (FSHC), the Province of British Columbia and the Government of Canada to achieve this.

More specifically, this position leads the development and implementation of an Aboriginal Health strategy with FH's senior leadership team. They collaborate with medical leadership to develop and implement an Aboriginal Health services plan for the organization, including delivery systems and programs. They also evaluate major funding programs and develop and promote linkages for project and clinical initiatives at both the site and system levels across FH as they relate to Aboriginal Health.

The Executive Director develops and maintains effective relationships with relevant stakeholders both internally and externally including leaders of Aboriginal organizations and First Nations communities. The role also works with internal staff and stakeholders to further awareness and the understanding of diversity and culture at all levels for the organization.

The Opportunity (cont.)

Responsibilities:

- Oversees the development and implementation of the annual FH Aboriginal Health priorities consistent with the *Plan*, the Tri-partite Health Plan and the FH strategic plan to improve health care outcomes for Aboriginal peoples.
- Ensures the implementation of Fraser Salish Regional Health and Wellness Plan and helps establish the Indigenous Primary Health and Wellness Home.
- Provides leadership to the development, implementation and evaluation of strategic plans that enable the organization to meet Aboriginal health needs.
- In collaboration with FH, FNHA and FSHC leadership, formulates long-term health goals, leads resource planning, monitors health service delivery, and reviews and makes recommendations to policies and procedures necessary to operationalize the Aboriginal Health strategic plan.
- Educates FH leadership, managers and program staff to embed cultural safety and humility and drive the improvement of Aboriginal Health outcomes.
- Ensures the integration and coordination of programs and services to create a comprehensive delivery system designed to meet the Aboriginal health status and health care needs of the population within FH.
- Establishes linkages with other project and clinical initiatives at system and site levels across FH as they relate to Aboriginal Health.
- Collaborates effectively with internal and external stakeholders to develop, manage and evaluate programs/ services considering client needs, service delivery interrelationships and service potential within a complex environment.
- Participates in and represents FH on Ministry of Health planning and policy development for Aboriginal Health services; contributes to provincial plans and policies through policy development.
- Oversees the FH partnership with the FNHA.
- Negotiates, facilitates, builds consensus and effectively collaborates to build relationships that promote the achievement of cooperative goals and contribute to an atmosphere of mutual respect.
- Develops program budgets and allocates funds within the budget to accomplish objectives while monitoring the variance against the budget.
- Provides overall leadership and direction to team members using effective management techniques (e.g., coaching, mentoring, skill and leadership development, performance management).
- Participates in community engagement and wellness implementation by travelling to various First Nations communities on a regular basis



The Candidate

Qualifications

Qualifications include a Master's Degree in a field related to health care management, supplemented by a minimum of seven (7) years' relevant experience in a progressive senior leadership role(s), or an equivalent combination of education, training and experience. Ideally this experience will be both at the strategic and operational levels to enable the Executive Director, Aboriginal Health to most effectively implement change.

Experience in the provision of community-based healthcare delivery systems and a strong network and experience interacting with Aboriginal peoples and leadership (including Elders, Tribal Councils, Friendship Centres, Aboriginal service providers, etc.) as well as government agencies and provincial ministries will enable success in this pivotal position.

The incumbent will bring strong political acumen, credibility, and understand the complexities of working in a health authority to move the bar forward on the Aboriginal Health agenda for the organization. They will be able to inspire action at all levels of the organization, achieve results through both direct and indirect influence and bring strong communication skills to share successes and foster positive working relationships.

Competencies

The successful candidate will demonstrate the LEADS capabilities: Leads Self, Engages Others, Achieves Results, Develops Coalitions and supports Systems Transformation.



The Candidate (cont.)

Professional/Technical Capabilities

- Demonstrated knowledge of Aboriginal health care needs, services and issues as well as knowledge of the culture, protocol, and traditions of Aboriginal peoples to ensure respect, diplomacy and tact to honour established and new relationships as a representative of the health authority.
- Expert knowledge and understanding of community-based services such as community health centres, Aboriginal service providers and traditional healers.
- Aptitude for strategy balanced with a strong understanding of operational complexities in a health authority.
- Demonstrated expertise with high level policy and program development, implementation and evaluation.
- Demonstrated knowledge and use of quantitative and qualitative population analysis to develop constructive reports based on results and findings.
- Strong planning skills related to service delivery, budgeting, staffing, evaluation and quality assurance.
- Proven presentation, communication and relationships building skills.



The Location Surrey

Explore Surrey's bountiful natural beauty, top-end recreational facilities, affordable accommodations and rich, vibrant culture. Enjoy beautiful urban forests and clean beaches, golf courses and great eco-tourism opportunities. Surrey is often called 'the City of Parks' because of its 600 parks and 277 hiking/biking trails and walkways.

Located south of the Fraser River and north of the Canada-United States border, Surrey is the second largest city in British Columbia, with a population of over 500,000 people. Surrey boasts a diverse community that speaks over 100 different languages. Within 40 minutes from Vancouver, Surrey provides access to one of the largest cities in Canada while also maintaining a community-oriented and affordable lifestyle. The SkyTrain Expo Line connects Surrey directly to Vancouver.

Nearly one-third of Surrey's population is under 25 years' old. A young city, it's no surprise that Surrey boasts burgeoning high technology, clean energy, advanced manufacturing, health, education, agriculture, and arts sectors. It is also home to two major post-secondary institutions, Simon Fraser University and Kwantlen Polytechnic University, as well as School District 36 comprised of 100 public elementary and 21 public secondary schools, the largest public-school district in British Columbia. The Conseil scolaire francophone de la Colombie-Britannique operates a Francophone school in that city at both primary and secondary levels.

Events throughout the year include 5 major festivals. In the summer the city hosts the Fusion Festival, which has been recently named the "Best Festival" at the annual Special Event Magazine Gala Awards competition. The city also hosts the largest Canada Day event of its kind in Western Canada, an event that includes amusement rides, a tea ceremony, booths, musicians and performers, and a firework show at night. When there are no events, go shopping at Surrey's variety-laden malls and shopping plazas, or visit local museums, art galleries, and heritage sites. Sporting excitement pervades this growing city, whether it's at the rodeo, racetrack, or rink.

How to Apply

To further explore this opportunity with an organization focused on professional development, that has a positive culture and embraces creativity and innovation, and that offers a competitive compensation package, please submit your resume in complete confidence to brenda@leadersinternational.com. To inquire further about this opportunity please call Brenda LaRose at 204-515-3828 ext. 103.

To learn more about Fraser Health Authority visit www.fraserhealth.ca.