Employment Opportunity

The First Nations Health Authority is committed to respecting diversity within our workforce. We specifically seek to increase the number of First Nations and Aboriginal employees in our organization.

Oral Health Manager
Permanent Full-time Position, Vancouver

“Come and join our team at the FNHA where we strive and commit ourselves to a proactive holistic approach to health and wellness as well as the delivery of services which are sustainable and honour the customs and traditions of First Nations communities.”

As the Manager of the Oral Health Program you will manage and deliver the First Nations Dental Health Program (Children's Oral Health Program (COHI), dental therapy and dental health promotion and prevention to First Nation communities in British Columbia. You will maintain accountability with respect to agreements and contracts between the FNHA and the federal and provincial governments, communities and service providers. Senior Management will rely on you to assist in the development of more efficient systems, reduction of costs, improvement of current benefits and development of new benefits. This position reports to the Director, Benefits Management, Policy Development and Planning.

Education & Experience
- University degree in a related field or an acceptable combination of education, training and experience
- Recent, relevant and significant experience in management of a health services program (usually associated with 5 years of experience) with preference given to experience with dental programs
- Recent, relevant and significantly progressive experience in management of teams and staff (usually associated with 2 years of experience)
- Experience working with First Nations clients groups

Knowledge
- Knowledge of practices, procedures, theories and principles related to program delivery and the management and administration of a health services program
- Knowledge of historical and current culture of BC First Nations political structures and health environment
- Knowledge of public health and the implementation of programming to First Nations

Abilities
- Ability to analyze and apply critical thinking to assess, determine options and make recommendations which are outcome based and include risk management analysis
- Ability to work independently and as part of a multi-disciplinary team in a wellness based organizational environment
- Ability to develop dynamic working partnerships with multiple stakeholders with a variety of interests and priorities

COME JOIN OUR JOURNEY

We are driven by common values of respect, discipline, relationships, culture, excellence and fairness.

We cultivate and value working collaboratively to achieve our shared vision of Healthy, Self-Determining and Vibrant BC First Nations Children, Families and Communities.

If you are looking for more than a job, come join the FNHA family.

APPLICATION DEADLINE
September 4, 2015 at 4pm

Email or fax your Cover Letter & Resume as two separate documents named in the following format:

Last Name, 1st Name – Cover Ltr
Last Name, 1st Name – Resume

Email: careers@fnha.ca or,
Confidential Fax: (604) 913-6135

In the subject line of your email or fax, please include the following:

1) Oral Health Manager PN#430
2) “Self-Identified”, if you are voluntarily identifying yourself as First Nations or Aboriginal.
3) In your Cover Letter please indicate where and how you became aware of this job opportunity.

For more position details and information about us, please visit:
www.fnha.ca/about/work-with-us

Please be informed that due to quantity of applicants, we are not in a position to provide application updates. Only applicants shortlisted will be contacted and all applicants must be eligible to work in Canada.

The First Nations Health Authority is a diverse and rapidly evolving First Nations health organization of professional, innovative and dedicated team members and leaders.

We uphold Community-Driven, Nation-Based approaches to transforming the health system and enhancing wellness for BC First Nations peoples and communities.
TITLE: Oral Health Manager, Health Benefits

ORGANIZATION SUMMARY
The First Nations Health Authority (FNHA) and its employees are committed to a proactive holistic approach to health and wellness and are committed to the delivery of services which are sustainable and honour the customs and traditions of First Nations communities.

POSITION SUMMARY
As the Manager of the Oral Health Program you will manage and deliver the First Nations Oral Health Program (Children’s Oral Health Program (COHI), dental therapy and oral health promotion and prevention to First Nation communities in British Columbia. You will maintain accountability with respect to agreements and contracts between the FNHA and the federal and provincial governments, communities and service providers. Senior Management will rely on you to assist in the development of more efficient systems, reduction of costs, improvement of current benefits and development of new benefits.

REPORTING RELATIONSHIPS
This position reports to the Director, Benefits Management, Policy Development and Planning

ACCOUNTABILITIES

• Recognize the importance of First Nations cultural identity as part of a healthy, balanced lifestyle for individuals within a community
• Participate in the decision making and development of long term strategic operational plans, goals and objectives for the Health Benefits Oral Program
• Monitor and evaluate the productivity and service demands of the unit, and identifies trends and issues in other programs that may impact First Nations Oral Health Program
• Develop and apply program policies, procedures, processes and service standards within the First Nations Oral Health Program
• Assess operational results and program performance for effectiveness including the identification of issues and challenges in operations and achievement up to and including resolution
• Analyze and participate in negotiations and monitor the terms and conditions of standing offers, professional services agreements, funding agreements and agreements with services providers
• Provide feedback to FNHA staff on the Oral Health Program, health issues, health care provider information, and other current events and developments that affect First Nations communities and clients
• Provide advice, guidance and information on dental health including Children’s Oral Health Initiative (COHI), dental therapist, preventive oral health services for First Nations communities/organizations to internal and external stakeholders
• Establish and maintain collaborative working relationships with health care specialists, consultants, service providers, clients, First Nations organizations, federal and provincial governments, provincial/community agencies and third party compensation providers in order to provide information and advice pertaining to the Oral Health Program
• Participate in committees, local committees and FNHA managers’ meetings as it pertains to dental health and preventive services
• Manage inventories of dental supplies and ensure inspecting of dental equipment in First Nation communities
• Provide program and policy advice, information and interpretation to management and staff including those in the regions, clients, stakeholders and partners
• Ensure clients and providers are supported regarding inquiries and complaints
• Follow and contribute to the development of standardized operational processes and procedures to structure organizational best practices, industry based operational standards, and in accordance with First Nations values and protocols and following FNHA policies and processes/procedures
• Manage Benefits Support and Benefits Development staff in a wellness based organizational environment and including all areas of HR management including but not limited to job profiling, resourcing (staffing & recruitment, learning and development and performance management
• Lead and/or participate in project teams and working groups

QUALIFICATIONS

Education
• University degree in a related field or an acceptable combination of education, training and experience

Experience
• Recent, relevant and significant experience in management of a health services program (usually associated with 5 years of experience) with preference given to experience with dental programs
• Recent, relevant and significantly progressive experience in management of teams and staff (usually associated with 2 years of experience)
• Experience working with office productivity software (Microsoft Office suite of products – Word, Excel, PowerPoint, Outlook, Project and Access)
• Experience working with First Nations clients groups

Knowledge
• Knowledge of practices, procedures, theories and principles related to program delivery and the management and administration of a health services program
• Knowledge of historical and current culture of BC First Nations political structures and health environment
• Knowledge of public health and the implementation of programming to First Nations
• Knowledge of the roles of the College of Dental Surgeons of BC and BC Dental Association to respond to enquiries, obtain information and advise management of relevant program linkages and issues is an asset

Abilities
• Ability to analyze and apply critical thinking to assess, determine options and make recommendations which are outcome based and include risk management analysis
• Ability to work independently and as part of a multi-disciplinary team in a wellness based organizational environment
• Ability to develop dynamic working partnerships with multiple stakeholders with a variety of interests and priorities
• Ability to make sound and informed decisions, utilizing sound judgment
• Ability to apply project and time management methods, practices and techniques to manage alternate service delivery approaches and activities
• Ability to effectively manage staff and project teams
• Ability to communicate effectively, both orally and in writing, including sensitivity in all communications with clients
• Ability to efficiently and effectively utilize Microsoft Office Suite including Word, Outlook, Powerpoint and Excel
Suitabilities
- Tact, discretion and reliability
- High degree of initiative

Working Conditions
- The work requires unplanned overtime and attendance at meetings after hours
- The work requires travel throughout the Region and BC