Employment Opportunity

The First Nations Health Authority is committed to respecting diversity within our workforce. Preference will be given to persons self-identified as First Nations or Aboriginal.

Chief Nursing Officer
Permanent Full-time Position

The Opportunity to Make a Difference

In this ground-breaking role, as the Chief Nursing Officer, you will guide and support the creation of a new nursing services culture and approach that is rooted in indigenous traditions, community-driven and nation-based.

As the CNO you will provide leadership and expertise as the lead for clinical, educational and practice consulting Nursing Services and Programs at the FNHA. You will provide strategic direction to a regional management team dedicated to the provision of nursing services through staff and communities across BC. You will also facilitate the design and implement the delivery of patient care, recommending strategies to improve services, reach established health and wellness goals, achieve established health and wellness outcomes and contribute to the transformation activities of the FNHA and the health and wellness status of BC First Nations. An initial focus of the role will be to provide leadership and expertise to the transformation of nursing services including leading the implementation of the findings and recommendations of the FNHA Nursing Review.

Preference will be given to persons self-identified as First Nations or Aboriginal.

Education:
- A Master’s of Science Degree in Nursing (MSN) is required, or a Bachelor’s of Science in Nursing (BSN) with significant and relevant training and experience

Occupational Certificates:
- A valid license to practice Nursing in the province of British Columbia

Experience:
- Significant, recent and relevant experience in leadership to nursing programs and services, including nursing in remote communities (usually acquired over a minimum period of 5-10 years)
- Significant, recent and relevant experience in strategic planning and program development relative to Nursing programs and services (usually acquired over a minimum period of 10-15 years)
- Experience in quality assurance, clinical supervision and training and professional development are assets

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

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 18, 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) Chief Nursing Officer
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.

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.
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:
In this ground-breaking role, as the Chief Nursing Officer, you will guide and support the creation of a new nursing services culture and approach that is rooted in indigenous traditions, community-driven and nation-based.

As the CNO you will provide leadership and expertise as the lead for clinical, educational and practice consulting Nursing Services and Programs at the FNHA. You will provide strategic direction to a regional management team dedicated to the provision of nursing services through staff and communities across BC. You will also facilitate the design and implement the delivery of patient care, recommending strategies to improve services, reach established health and wellness goals, achieve established health and wellness outcomes and contribute to the transformation activities of the FNHA and the health and wellness status of BC First Nations. An initial focus of the role will be to provide leadership and expertise to the transformation of nursing services including leading the implementation of the findings and recommendations of the FNHA Nursing Review.

ACCOUNTABILITIES

- Provide leadership and expertise to the transformation of nursing services including leading the implementation of the findings and recommendations of the FNHA Nursing Review, including the implementation of the interdisciplinary team and physician support concepts with the view of shaping the new structure and culture of Nursing Services at the FNHA and with our health system nursing partners
- Develop and implement best practice objectives, policies and procedures to support the delivery of culturally relevant and safe Nursing Services programs and services, including remote care nursing and nursing supports, particularly for rural and remote nurses
- Ensure that FNHA nursing station and health centre operations comply with established standards and regulations, including establishing new standards and regulations as required and as relevant to BC First Nations
- Provide leadership to optimize the utilization of existing nursing resources, such as practicing to the maximum of their scope, while within their articulated scope of practice
• Provide best practice clinical guidance to staff and act as resource to colleagues, particularly the Chief Executive Officer, the Chief Medical Officer, the staff of the Office of the Chief Medical Officer, the Chief Operating Officer and the Senior Executive Team
• As a member of the FNHA leadership team, you will provide input to the overall operational strategy and agenda
• Provide leadership to the development and collection of performance measurement data and support evaluation of program outcomes
• Oversee the quality assurance and professional practice for nurses and other health professionals working within FNHA nursing facilities, and in support of community-based services
• Build relationships and partnerships with various health system partners including, but not limited to, Regional Health Authorities, professional regulatory bodies, federal and provincial governments, etc.
• Build a positive, collaborative and high functioning work environment, ensuring that all Nursing staff are aligned to the mission, vision, 7 Directives, shared values, operating principles and leadership statement objectives within the transformation agenda of the FNHA
• Provide mentorship to FNHA and other nurses providing health and wellness services to BC First Nations
• Provide leadership to all human resource functions, including the development of recruitment strategies, professional development strategies recruitment and hiring processes, retention strategies, labour relations, etc., including management of salary and operating budgets for Nursing Services including service contracts and community funding arrangements

QUALIFICATIONS.

Education

• A Master’s of Science Degree in Nursing (MSN) is required, or a Bachelor’s of Science in Nursing (BSN) with significant and relevant training and experience

Occupational Certification

• A valid license to practice Nursing in the province of British Columbia

Experience

• Significant, recent and relevant experience in leadership to nursing programs and services, including nursing in remote communities (usually acquired over a minimum period of 5-10 years)
• Significant, recent and relevant experience in strategic planning and program development relative to Nursing programs and services (usually acquired over a minimum period of 10-15 years)
• Experience in quality assurance, clinical supervision and training and professional development are assets
• Experience in accomplishing work through others, including staff
• Experience working with First Nations communities and leadership

Knowledge

• Knowledge and skills associated with a variety of First Nation patient populations ranging from neonatal to geriatric, and from acute care, health promotion and long term elder care
• Knowledge of the health care landscape, trends and issues relative to BC First Nations

Competencies

• Awareness - Thorough knowledge of the current First Nations health governance landscape in BC.
• 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** - Analyses 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.