



First Nations Health Authority  
Health through wellness

# FAQs for External Applicants

## Job postings

### How can I be notified of upcoming job postings?

Join our mailing list to get updates about the latest job opportunities. You can sign up to our list by scrolling to the bottom of [fnha.ca](https://fnha.ca) and entering your email address. You can also follow us on [Facebook](#), [Twitter](#), [Instagram](#), and [LinkedIn](#).

## Types of opportunities

### What types of jobs are available at the FNHA?

Our organizational chart provides a high-level overview of departments at the FNHA. You can also explore each of our regions here. The [FNHA Programs and Services Guide](#) provides a detailed description of our focus areas.

## Job descriptions and eligibility

### How can I get a copy of the full job description?

Job descriptions are attached at the bottom of each job posting on our website. If you have questions, please contact [careers@fnha.ca](mailto:careers@fnha.ca).

### I do not have a background in health care. Can I still apply?

Yes, you can! There are various supporting roles within our organization and your transferrable skills are always an asset.

### I see a job posting that says internal. Can I still apply?

These are visible on the external site to ensure our employees on leave can still apply. While the career portal allows you to apply, you will not qualify for the position.

### I am not First Nations. Can I still apply?

Yes! We welcome and value both Indigenous and non-Indigenous staff members at the FNHA. By blending the “best of both worlds”, we strive to create a vibrant and engaged workforce that is capable of meeting and exceeding our immediate and long-term organizational needs. We prioritize First Nations candidates while maintaining a commitment to hiring individuals who excel on merit.

### **I am not very familiar with First Nations history or people. Can I still apply?**

We strongly encourage all applicants do their research to ensure the FNHA is the right fit for you. Refer to [Our History, Our Health](#) to expand your First Nations knowledge. The [fnha.ca/about](https://fnha.ca/about) section of our website includes a comprehensive collection of information about the FNHA as an organization, including our vision, mission and values, our commitment to cultural safety and humility and information about our [governance and accountability](#).

### **I don't live in Canada. Can I still apply?**

Candidates must be eligible to work in Canada in order to apply for opportunities with us. We encourage you to apply once you are eligible to work in Canada. You are welcome to apply if you are eligible to work in Canada and plan to relocate to BC. If you have application issues, please contact [careers@fnha.ca](mailto:careers@fnha.ca).

## **First Nations applicants**

### **Do I need to identify as First Nations, Inuit or Métis if I am a candidate with Indigenous ancestry?**

We are committed to respecting diversity within our workforce; however, preference is given to First Nations and individuals with Indigenous ancestry (First Nations, Inuit and Métis candidates). If you are not comfortable providing supporting documentation, you are welcome to continue in the interview process but would not be identified to the hiring panel as an Indigenous candidate.

### **Is there support for First Nations individuals applying at FNHA?**

Yes! We have a First Nations Career Partner. For further information visit [First Nations Careers Pathways](#).

## **Locations and remote work**

### **How do I know which jobs are remote, hybrid or on-site?**

Each job posting should indicate whether it is remote, hybrid or on-site. Reach out to us at [careers@fnha.ca](mailto:careers@fnha.ca) if you have questions.

### **Can I negotiate a hybrid job into remote?**

Each job specifies on-site, hybrid or remote. The FNHA Flexible Work Arrangements Policy guides us in what the job requires to ensure service excellence for BC First Nations. If you are looking for an alternative work arrangement, we strongly encourage you to indicate on your cover letter for full transparency.

## Recruitment process and salary

### **What does the recruiting process look like at the FNHA?**

After you submit your application, the recruiting team will review your application documents. If you are shortlisted, you will receive notifications to keep you informed about any status changes and a pre-screening call will be set up. If successful, you will proceed to complete an assessment, written questions or a face-to-face interview. Further details will be discussed during each stage.

### **When should I hear back if I was shortlisted?**

You should hear back within approximately one week of the closing date. If it takes us longer than that to get back to you, please feel free to contact [careers@fnha.ca](mailto:careers@fnha.ca).

### **I applied and didn't hear back even though I felt I qualified for an interview. What can I do?**

We strive to select the most suitable candidates who align with our mission and are a strong fit for the organization and the specific roles. To inquire about your application status or request feedback from our recruitment team, contact us at [careers@fnha.ca](mailto:careers@fnha.ca).

### **How will I know about the status of my application?**

Please note that while applications are being reviewed, you will not be notified. You will automatically be sent email notifications with any status changes. You can sign into your profile to view status updates under My Job Applications.

### **How do I apply to multiple roles at the same time?**

Click on the job you are interested in applying for and follow the prompts in our recruitment system. You can add new documents such as a resume, cover letter and other supporting documents as required.