



First Nations Health Authority
Health through wellness

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.

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.

Wellness System Navigators Full-time Positions (2), Fraser Region

The Opportunity to Make a Difference

The role of Fraser Salish Community-based Wellness System Navigator plays an integral role in advancing the Vision of "Healthy, Vibrant and Self-determining BC First Nations Children, Families and Communities" in the Fraser Region, in collaboration with the entire health care system. This role works with individuals, specifically those living with chronic conditions, to help advance their health and wellness across the full spectrum of the health and social system through wellness planning and increasing health literacy. The role also helps to facilitate a person-centered and holistic approach to health and wellness journeys, including health and social systems mapping. The role collaborates with the Fraser Health Authority as part of a regional network that is supported by joint planning and regular meetings.

Education & Experience

- A University Degree with a specialization in a health professional field such as nursing (psychiatric nursing, etc.).
- Vast understanding of community, public, and primary health care systems.
- Trauma informed practice.
- Motivational interviewing.
- Chronic disease self-management training.
- Eligible to be registered by their respective professional bodies.
- First aid level 1 (with CPR), Hep B shot, and flu vaccine

Accountabilities

- Lead the mapping of the Fraser Region health and social systems that are important for improving the health and wellness outcomes for First Nations people, particularly related to those living with chronic conditions
- Work with individuals, families and communities to advance health and wellness by championing the concept of developing individual health and wellness planning, and in particular work with individuals who are living with chronic conditions.
- Support the development of a regional health literacy work plan including providing tools and support for each Fraser Salish citizen to have an individual health and wellness plan.
- Develop, recommend and implement practices and procedures to improve access to health care / facilities
- Support the facilitation of a person-centered and holistic approach to health and wellness journeys to improve the healthcare experience of Indigenous patients within the hospital system

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 October 13th, 2015 at 9 am

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) Wellness System Navigators

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.

Job title	Wellness System Navigators	Date	September 11, 2015
Position Reports to	Regional Director, Fraser Region	Grade	7
Position Number		Position Number of Supervisor	374
Org/Dept	PPCS	Location	Fraser Region

ORGANIZATION SUMMARY

The First Nations Health Authority (FNHA) is a health service delivery organization created and mandated to support BC First Nations to implement a number of guiding agreements and documents seeking to elevate BC First Nations health outcomes through creation of a more effective health care system. In 2013, the FNHA assumed responsibility for the design and delivery of health programs and services for BC First Nations formerly delivered by Health Canada's First Nations Inuit Health Branch - Pacific Region. The FNHA has a broad mandate to improve health services for BC First Nations through new partnerships, closer collaboration, and health systems innovation.

POSITION SUMMARY

The role of Fraser Salish Community-based Wellness System Navigator plays an integral roles in advancing the Vision of "Healthy, Vibrant and Self-determining BC First Nations Children, Families and Communities" in the Fraser Region, in collaboration with the entire health care system. This role works with individuals, specifically those living with chronic conditions, to help advance their health and wellness across the full spectrum of the health and social system through wellness planning and increasing health literacy. The role also helps to facilitate a person-centered and holistic approach to health and wellness journeys, including health and social systems mapping. The role collaborates with the Fraser Health Authority as part of a regional network that is supported by joint planning and regular meetings.

ACCOUNTABILITIES

- Lead the mapping of the Fraser Region health and social systems that are important for improving the health and wellness outcomes for First Nations people, particularly related to those living with chronic conditions
- Work with individuals, families and communities to advance health and wellness by championing the concept of developing individual health and wellness planning, and in particular work with individuals who are living with chronic conditions.
- Support the development of a regional health literacy work plan including providing tools and support for each Fraser Salish citizen to have an individual health and wellness plan.
- Develop, recommend and implement practices and procedures to improve access to health care / facilities
- Support the facilitation of a person-centered and holistic approach to health and wellness journeys to improve the healthcare experience of Indigenous patients within the hospital system (i.e. cultural safety; family support; advocacy; spiritual care; community liaison, etc.).
- Develop partnerships with community health service providers and local health care providers in offering spiritual, mental, emotional and physical wellness of community members, and improve transitions in care and access to appropriate primary health care and public health services.

- Link people with the appropriate primary health care, wellness and public health services. Promote independence, develop individual health and wellness plans with clients, and advocate for community wellness to address the social determinants of health that affect Indigenous people.
- Collaborate with the FNHA Clinical Nurse Specialist in Chronic Disease Management.
- Collaborate with community based FNHA programs targeting a range of health promotion and disease prevention activities operating at the community level in the region.
- Work with community-based diabetes educators and focus on education and training aspects of chronic disease management.
- Strengthen partnerships and increase collaborative action in partnership with the Fraser Salish community wellness workers.
- Provide information pertaining to outcomes, goals, and regular updates on the work in the region and its impact on community members and the effectiveness of the role.
- Establish adequate systems and processes to ensure service continuity in the area of health and wellness to the clients and communities at all times.

QUALIFICATIONS

Education and Skills

- A University Degree with a specialization in a health professional field such as nursing (psychiatric nursing, etc.).
- Vast understanding of community, public, and primary health care systems.
- Trauma informed practice.
- Motivational interviewing.
- Chronic disease self-management training.

Occupational Certification

- Eligible to be registered by their respective professional bodies.
- First aid level 1 (with CPR), Hep B shot , and flu vaccine

Experience

- Significant, recent, relevant experience in the regional health authority systems/services/services (Fraser Health Authority in particular), and in particular working with First Nations individuals, communities or organizations on issues related to health and wellness (usually acquired over a 5-7 year period as a minimum).
- Experience in the mapping of health and/or social systems and assets.
- Experience in the development and approval of individual health and wellness plans, particularly for those living with chronic conditions.

Knowledge

- In-depth knowledge of the BC health care system, and the current landscape of First Nations health in BC.
- In-depth knowledge of Aboriginal/First Nations health and wellness system needs.

Competencies

- **Awareness** - Thorough knowledge of the current First Nations health governance and health systems landscape in BC.
- **Leadership** –Influencing, motivating, and inspiring others through direct and indirect means to accomplish organizational objectives including people and partnership development in a manner consistent with the 7 Directives, Shared Values, and Wellness Operating Principles. Able to champion change, in partnership with others, by living the First Nations perspective of health and wellness.

- **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** - Analyzes 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 and 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.