



Niislaa Naay Healing House Society
P.O.Box 176, Old Massett, HAIDA GWAII VOT 1M0
Tel: 250-626-3911 FAX: 250-626-3357

Employment Opportunity

HEALTH DIRECTOR

(Full Time)

About Niislaa Naay and the Role:

Niislaa Naay Healing House Society, based in Old Massett, Haida Gwaii, is well funded and in the early stage of operating as an independent Society. Niislaa Naay services the community of Old Massett, as well the neighbouring communities. Niislaa Naay hosts many interactive community programs such as traditional wellness, mental health, mens health, community health, maternal health, home care, youth services, dentistry, patient travel, and many visiting specialists. Service are provided from four locations: the youth centre, wellness house, mens shelter, and the Niislaa Naay Healing House. Many programs that are offered have a land based healing approach incorporating the culture and traditions of the Haida people.

Working with and reporting to a Board of Directors, the Health Director will effectively transition Niislaa Naay Healing House Society from a department of Old Massett Village Council to an independent society. The Health Director is responsible for the day-to-day management and coordination of health services for Niislaa Naay Healing House Society, for the management of health human resources, financial resources and health programs. The Health Director plays a key role in mobilizing staff and community efforts to provide effective and efficient health services. The Health Director is responsible for ensuring that fiscal and human resources are allocated in an efficient manner. Priority is given to the support, on-the-job training and guidance of community members working in health-related positions and the promotion of traditional Haida culture and values.

Applicants of Haida and/or Indigenous Ancestry are encouraged to apply.

RESPONSIBLE TO: NNHHS Board of Directors

KEY DUTIES AND RESPONSIBILITIES:

Leadership on Health & Wellness Programs & Services:

- Provide leadership and direction to planning, organizing, implementing, maintaining and evaluating culturally relevant and safe health and wellness programs and services. Conduct this in a manner that is respectful of diversity, and in alignment with the culture and traditions of the community served.
- Develop, implement and evaluate new and culturally relevant and safe health and wellness programs and services.
- Ensure in-depth involvement in health provision in order to deliver culturally relevant and safe health services and treatment to community members.
- Promote community health, First Nations concepts and traditions regarding wellness, and healthy ways of being.
- Advocate for the health and wellness needs of the community.
- Coordinate intervention, directly or indirectly, in emergency, trauma and crisis situations.



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Planning, Policy & Compliance:

- Lead consultative processes regarding community health planning needs and opportunities, including identification of relevant community health and wellness priorities.
- Create, implement, evaluate and monitor Nation-based community health and wellness plans, including both existing and emerging health and wellness needs, incorporating input from community and other health system professionals
- Ensure emergency management, preparedness planning and/or pandemic planning is in place and well communicated for the community.
- Ensure programs and services are in compliance with legislation (including privacy) and organizational policy, processes and procedures.
- Develop, implement and evaluate culturally relevant and safe policies, processes and procedures, including amendments as needed.
- Ensure that budgeting and financial reports are prepared and maintained, including efficient utilization of funding.
- Develop and implement reporting systems that capture relevant health related data for planning and evaluation - collect, analyze, and interpret statistics significant to program planning.
- Prepare and monitor work plans, including reporting through regular and annual reports.

Partnerships, Collaboration & Communication

- Build and nurture collaborative, respectful and good working relationships with community members, health staff, Board of Directors, and local community leaders.
- Ensure that the Board have base knowledge of community health and wellness issues, and organizational issues that impact service delivery.
- Collaborate and partner with the FNHDA, FNHA, FNHC, Regional Health Authorities, etc. to build effective partnerships that will improve the health and wellness of the community.

Management

- Lead and provide day-to-day supervision of health staff and contractors, including all aspects of human resources management. This would include describing work, recruitment, learning and development planning, career planning, coaching, mentoring, sharing of knowledge, capacity building, performance management, etc.
- Foster a cooperative and collaborative working environment through team activities, personal leadership and professional incentives, including the management and resolution of conflicts.



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QUALIFICATIONS:

Minimum Qualifications:

- A university degree in Human Services, Health Sciences or a related field (e.g. nursing, health care management, home support worker, social development or other related degree).
- Experience in First Nations community based health care setting.
- Valid Class 5 driver's licence.
- Satisfactory Criminal Record Check according to the Criminal Record Review Act, Ministry of Public Safety and the Solicitor General.

Experience, Knowledge, Skills and Abilities:

- Significant, recent and relevant experience working in a health setting including the development, implementation, delivery, monitoring and evaluation of health and social services programs and services.
- Experience in the development of culturally relevant and safe programs and services, including monitoring and evaluation, ideally with a health and social services focus.
- Demonstrated experience in management and leadership of staff and contractors.
- Demonstrated experience in people management including describing work, recruitment, learning, development and career planning, coaching, mentoring, and performance management.
- Experience in collaborative planning at a community level, ideally with a health and social services focus, and including monitoring and evaluation.
- Experience in the collaborative and integrated development, implementation, monitoring and reporting on community health and wellness plans.
- Knowledge and understanding of the political, cultural and spiritual protocols of the Haida, and/or an interest and willingness to increase awareness.
- Knowledge and ability to ensure efficient and effective financial management of health programs and services.
- Current knowledge of the First Nations health system in BC, as well as the tripartite relationship between Canada, BC and the FNHA.
- Experience and knowledge in governance including working with, and reporting to a Board of Directors.
- Motivated to create improved health and wellness outcomes for the community they serve.
- Strong written and interpersonal communication skills.
- Computer skills including the ability to use spreadsheets and word processing programs proficiently.
- Ability to establish realistic performance expectations.
- Ability to manage within an environment of changing priorities while maintaining core and mandatory programs.
- Strong conflict resolution and crisis management skills.
- Creative, independent thinking with strong analytical skills.
- Patience, tolerance and sensitivity to the needs of every individual and their right to be treated with respect and fairness.



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How to Apply:

Please submit cover letter and resume to:

Heather Johnson, HR West Consulting: heather@hrwest.ca

Please note that only those selected for an interview will be contacted.