

Permanent Full-Time
Director of Indigenous Health and Cultural Safety (Classification Under Review)
Location to be Determined

Newfoundland and Labrador Health Services (NLHS) strives towards meaningful engagement, strong partnerships and coordinated delivery of health services that meet the needs of and improves health outcomes for Indigenous peoples of the province.

NLHS works collaboratively with Inuit (Nunatsiavut Government), Inuit (NunatuKavut Community Council), Mushuau Innu First Nation, Shetshatshiu Innu First Nation, MiawpuKek First Nation, Qalipu First Nation and other Indigenous agencies/partners that provide support to Indigenous persons.

With the creation of a new single provincial health authority, NLHS, there is a need for a coordinated provincial leadership approach to ensure strong working relationships and culturally appropriate delivery of health services across all zones and within provincial programs. This will require meaningful representation and engagement that informs decision making and strategic planning across the organization.

Reporting to the Vice President Transformation Well-Being, ***the Director of Indigenous Health and Cultural Safety*** works collaboratively with Indigenous governments, Indigenous and community partners, the Department of Health and Community Services, the Office of Indigenous Affairs and Reconciliation, Senior Leadership, Physician Leaders and Indigenous Navigators and other staff within Zones and Provincial Programs, to plan, develop, implement and evaluate an organization wide approach to the delivery of culturally safe care for the Indigenous peoples of Newfoundland Labrador.

The incumbent will support the development and implementation of strategies and approaches that support distinctions based, meaningful, ongoing and inclusive partnerships and effective communication with all indigenous peoples of NL. Working with Indigenous partners, the incumbent will:

- Lead the development and implementation of a cultural safety framework for NLHS.
- Lead strategic and operational goals related to Indigenous Health and Cultural Safety.
- Support and guide NLHS in the implementation of relevant calls to action from the Truth and Reconciliation Commission.
- Work closely with other NLHS leaders and staff in zone led and provincial programs.
- Establish an action plan to identify and implement policies and practices that support the provision of culturally safe care.
- Support NLHS in the to implementation of Joyce's principle to guarantee all Indigenous people the right of equitable access, without any discrimination to all health services as well as the right to enjoy the best possible physical, mental , emotional and spiritual health.
- Facilitate the implementation of Indigenous led curriculum modules to inform non-Indigenous providers on the legacy of colonialism, its ongoing impact to the health outcomes of Indigenous peoples and facilitate change towards a culturally safe health care system.
- Support the development of a culture of anti-racism, quality, safety and cultural safety and humility by establishing culturally safe processes to manage feedback and address safety incidents.
- Develop and measure key performance indicators in the areas of access, collaboration, cultural safety and health outcomes for Indigenous persons. Regularly report on the impact of the NLHS cultural safety and humility and anti-racism initiatives to Indigenous Partners and other internal and external parties.
- Provide support to Indigenous Health Navigation within the health care system including that which is provided through both the NLHS and the Indigenous communities themselves.
- Work with leadership to enhance the patient and family experience of Indigenous peoples through the development of efficient, safe, patient centric care pathways or guided by a Patient and Family Centered Care (PFCC) philosophy.
- Work with NLHS programs and services to enhance the journey of Indigenous clients through the practice of trauma-informed care and programs such as Indigenous navigators, access to traditional foods and healing practices, support from Elders, and land based healing; based on the recommendations made by local Indigenous communities, advisors, and clients.



Requirements of the Role

The successful applicant will be an inclusive and visionary leader with the ability to build relationships, trust, and collaboration between NLHS and Indigenous communities and have demonstrated abilities in communication, conflict resolution, negotiation and a passion for improvement in the quality of care provided for Indigenous patients and families.

The candidate must:

- Possess at least a baccalaureate degree in a health, social science, political science, public policy or other related field. A Masters degree is an asset.
- Have at least five years of relevant experience, this should include experience working within a large health care organization, experience working with Indigenous partners and must include at least two years of leadership experience.
- Demonstrate knowledge and experience working with Indigenous communities and organizations and knowledge of Indigenous culture and practices, related to Indigenous people of NL.
- Have experience and/or knowledge of the provincial health systems and community resources.
- Demonstrate knowledge, understanding and application of cultural safety and competency within provincial systems.
- Demonstrate understanding of Canadian colonization, Indigenous specific racism and its impact on current health and wellness of Indigenous peoples.
- Demonstrate the key skills, behaviors, abilities, and knowledge outlined in the five domains of the LEADS in a Caring Environment framework.
- Preference will be given to qualified candidates who are Indigenous.
- If no qualified applicants are identified, other combinations of experience and education may be considered.

Other

NLHS is striving to recruit a leader who has lived experience in Indigenous communities & ways. Strong preference will be given to applicants who are Indigenous. It will greatly assist us with screening if you refer in your application to your Indigenous identity. Recognizing the impacts of colonization of Indigenous people, it is the applicants choice whether to volunteer information. Applications will be held in confidence, sharing only with those involved with the hiring process. Please note that representatives of Indigenous organizations have been invited to participate in the hiring process.

***A satisfactory record of work performance and attendance is required.**

The successful candidate will be expected to reside within the Province of Newfoundland and Labrador.

The ability to work outside of regular working hours and the ability to travel to various locations is required.

NOTE: Use of a private vehicle is a condition of employment.

Our Commitment

Newfoundland and Labrador Health Service values the diversity of the people it hires and serves. Diversity, inclusion, and belonging at our organization means fostering a workplace in which individual differences are recognized, appreciated, respected, and responded to in ways that fully develop and utilize each person's talents and strengths.

We are committed to providing a safe, healthy, and inclusive work environment that inspires respect. Newfoundland and Labrador Health Services welcomes applications from women, visible minorities, Indigenous people, persons with disabilities, and LGBTQ2+ persons. We are committed to providing persons with disabilities with equal opportunities, standards and goods and services.

Hours of Work:	70 Hours per pay period 0830-1630 Hours, evenings and weekends may be required.
Salary Scale:	\$84,773.00 to \$110,205.00 per annum (Salary Under Review)
Competition Number:	WH-2024001154



Competition Closing Date: 18 June 2024
Recruiter Name: Martina Fequet

A resume, proof of qualifications, and the names of two references are required. Applicants who do not provide the necessary documentation as outlined on this job posting will not be considered.

To apply, go to <https://employment.westernhealth.nl.ca>. If you are having issues when using eRecruit, please email erecruit@westernhealth.nl.ca.

Thank you for your interest in Newfoundland and Labrador Health Services; however, only those applicants selected for an interview will be contacted.