

Director, Leadership Programs

We're Hiring!

Are you passionate about improving health and healthcare? Are you a strategic leader with a proven ability to lead, develop and implement quality improvement initiatives? Do you have a deep understanding of implementation, adoption and evaluation of proven innovations and effective safety interventions, can you drive change?

If this sounds like you, join Healthcare Excellence Canada (HEC)! HEC works with partners to spread innovation, build capability and catalyze policy change so that everyone in Canada has safe and high-quality healthcare.

Term: Permanent Full-Time

Reports to: Executive Director, Healthcare Transformation and Capacity Building

Salary Range: \$122,408 - \$153,011

Location: We are a pan-Canadian healthcare organization and welcome candidates from across Canada. Our head office is located in Ottawa, Ontario and we welcome flexible work options such as permanent/fully remote, hybrid, flexible work hours, and compressed work weeks.

Deadline to apply: May 23, 2023 at 8:00am ET

How to apply: Visit <https://hecesc.bamboohr.com/jobs/>

Recognizing that effective leadership is key to healthcare transformation, the Director, Leadership Programs provides strategic direction and guidance, internally and externally, that promotes and facilitates leadership development in the health sector. They are a member of HEC's Management Committee, and work closely with other committee members, staff, external partners, and subject matter experts to build leadership capacity across the health sector and nurture purposeful networks in their areas of responsibility.

Your core responsibilities include:

- Oversees HEC's leadership programs, including the EXTRA Executive Training Program, governance education and capacity-building, and mechanisms for building collective action among health leaders, such as the Leaders Forum.
- Provides strategic leadership to identify, design, deliver, and evaluate action-oriented programs, initiatives, and networks that facilitate leadership development in the health sector.
- Works collaboratively with HEC colleagues to connect leaders and embed principles and practices of effective leadership across HEC activities and programs in a consistent and meaningful way.
- Advances HEC's strategic goals by aligning the portfolio of programs with the organization's strategic direction.
- Develops and fosters relationships with people with lived experience and relevant national and international partners.
- Works closely with HEC's partners to develop joint strategies and programs to adapt and adopt successful approaches to healthcare challenges.

For complete details, please see the [Job Description](#).

Education and experience you will need to have:

- Masters' degree in health sciences, health policy, health administration, public health, healthcare delivery, or a related field – or equivalent skills and experience, is required.
- Minimum seven (7) years' experience at a senior level is required, including at least five (5) years in a supervisory/management role, including substantive health services and/or health policy experience, preferably in a healthcare delivery organization and/or health policy environment.
- Recognized subject matter expert and established networks in leadership, governance, and/or capacity building in healthcare required.
- Knowledge and understanding of the Truth and Reconciliation Commission of Canada's Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), Owner-Control Access-Possession (or Stewardship) (OCAP/OCAS) and/or other related principles, protocols, policies, and foundational documents is preferred.
- Bilingual in French and English is required (English and French communication at the Advanced "C" level is preferred).
- Demonstrated health sector senior leadership role and/or networks is preferred, as is experience in leading initiatives in a pan-Canadian context.
- Advanced computer software skills in Microsoft Office suite and virtual environment are required.
- Experience in collaborative approaches to engage effectively with people with lived experience (e.g. patients, families, and caregivers) at the organizational and/or health system level is preferred.

You will be a great fit for this role if you have:

- Inclusive leadership style and highly developed people management skills.
- Ability to foster strong internal and external relationships.
- Experience being part of a small dynamic team where you have been doing a lot with a little; you have vision for the future but are excited to roll up your sleeves with your team.
- Highly developed interpersonal and problem-solving skills.
- Excellent project management skills including the ability to plan and the ability to collaborate with other teams and across the organization.
- Excellent oral and written communication skills.
- Demonstrated time management skills. Well organized and attentive to detail.
- Professional tact and diplomacy and confidentiality required.
- Ability to work well in a dynamic and highly motivated team.

HEC currently offers:

- Competitive salary with a bilingual bonus (if applicable)
- Full access to our comprehensive benefits package on the 1st day of employment
- Flexible work options including onsite, hybrid, or fully remote and flexible hours of work
- Holiday break closure in December between Christmas Day and New Year's Day
- Generous vacation and personal leave plans
- A defined benefit pension plan with the CAAT Pension Plan
- Employee and Family Assistance Programs

- Fitness and Wellness Allowance
- Remote Work/Parking Allowance
- Paid professional association fees
- Educational and development opportunities
- On site (Ottawa) gym and complimentary coffee/tea
- Social activities

*HEC is open to exploring the possibility of secondments and interchanges with other organizations as part of our recruitment process.

Healthcare Excellence Canada (HEC) is an equal opportunity employer and embraces diversity and inclusivity. HEC is committed to building teams with a variety of backgrounds, skills and views, as the more inclusive we are, the more impact we can have. We encourage applications from all qualified individuals, including visible minorities, Indigenous persons, and persons with disabilities. We thank all applicants for their interest; only those selected for an interview will be contacted. Accommodations are available on request for candidates taking part in all aspects of the selection process.