

Come work as an Executive Director, Health, Safety and Wellness with Vancouver Coastal Health (VCH)!

Vancouver Coastal Health is looking for an Executive Director, Health, Safety and Wellness to join the team.

Reporting to the Vice President, People, the Executive Director will establish and oversee the strategic planning and operational requirements of both Employee Wellness and Workplace Health & Safety Prevention within VCH. The Executive Director is responsible for strategic and short-term planning, providing leadership to the directors, managers, and subject matter experts within their program areas.

The Executive Director represents the health authority to collaboratively oversee/lead the Provincial Workplace Health Services programs, services, and initiatives, including designated staff and leadership with the other provincial health authority leads and HEABC representatives. The Executive Director is accountable for operational management including management of the overall departmental budget, staffing, facilities, etc. to ensure seamless, efficient and effective delivery of integrated services within the VCH People vision. Key partnerships are with senior VCH Executive and Management and other health authority leaders, unions, contractors and agencies and the Executive Director is the primary organizational lead for Safety Health and Wellness for VCH staff and medical staff.

This work is framed within VCH's commitments to our pillars of Indigenous Cultural Safety, Anti-Racism, Equity, Diversity and Inclusion, and Planetary Health.

Apply today to join our team!

As the Executive Director, Health, Safety and Wellness with Vancouver Coastal Health you will:

- Provide leadership and expertise in the development of strategic Employee Wellness, Employee Health, Safety and Prevention policies, procedures, programs, and services for VCH. This includes the Employee Wellness Plan (EFAP), which spans both VCH and Providence Health Care (PHC).
- Lead and direct the development of overall and applicable initiatives and activities across VCH, in collaboration with other People team leadership, ensuring integrated and consistent service delivery in alignment with VCH business needs.
- Formulate departmental strategy and policy direction through consultation with the VP People and implements and evaluates the long-term goals, policies, and procedures necessary to operationalize the strategic plan. Measures the extent to which annual organizational goals and objectives have been met.
- Provide leadership and jointly oversees the Provincial Workplace Health Services (including the provincial call centre) and OHS Solutions (including White.Net) in a collaboration with other provincial health authority leads and HEABC representatives, providing leadership to designated staff in each program.



- Lead and collaborates in the development of annual capital and operating budgets to complement strategic directions. Manages and oversees various existing and new operating budgets to adhere to allocated resources by monitoring expenditures, taking corrective action, and producing business cases and rationale for variances and additional funding. Maintains excellence in service provision, achievement of goals and targets, and ensures operating requirements are met. Reviews budget plans with VP, People.
- Foster partnerships, establishes networks with other service providers serving the targeted population group and advisory committees, and liaises with other sites and community partners to create opportunities for community involvement, ensure seamless and coordinated client flow throughout the continuum of care, and exploration of partnerships to improve services.
- Perform other related duties as assigned.

Qualifications

Education & Experience

- Education and professional experience equivalent to a degree in Nursing or relevant Allied Health clinical profession, supplemented with a master's degree in human resources, healthcare administration, public health, or other relevant area, plus ten (10) years' recent, related progressively senior leadership experience in a large complex multi-union environment.

Knowledge & Abilities

- Uses well developed senior leadership, customer relations and problem-solving abilities to lead a variety of complex and integrated services initiatives and to achieve desired results within critical timeframes.
- Develops and maintains strong relationships with key internal and external partners to promote and enhance services provided with sensitivity to diversity and indigenous lens.
- Practices the recognition, inclusion and support of all types and aspects of diversity at all stages of engagement, with an understanding of the issues faced by people from equity-deserving groups.
- Experience working with modern integrated cloud-based human capital management system such as Workday.
- Demonstrated ability to develop and maintain strong relationships with key internal and external stakeholders including management and staff at all levels, provincial and local union representatives, WSBC, government agencies, vendors/contractors, and other health authorities.
- Collaborates effectively with internal and external stakeholders to develop, manage, and evaluate programs/services considering client needs, service delivery interrelationships and service potential within a complex environment.
- Applies expert written, verbal and presentation skills to effectively communicate with various stakeholders both internal and external to the organization.

- Applies superior negotiation, conflict management skills and judgment to facilitate consensus, persuade/negotiate effectively, and to implement service/organizational change and transition both internally and externally to the organization.
- Demonstrated ability to utilize a comprehensive knowledge of employee health and safety and human resource theories/practices as well as an understanding of a complex multi-union healthcare environment to identify, develop and implement policies, strategies, and initiatives for the organization in line with overall VCH and People strategies.
- Demonstrated ability to interact with senior executives to present difficult/sensitive issues and solicit input to resolve complex issues.
- Demonstrated knowledge of Employee Wellness clinical services and practices, as well as Critical Incident Stress Debriefing.
- Promotes and develops opportunity for research and evaluation to ensure evidence based best practices in relation of employee and workplace health and safety and employee well-being.
- Expertly applies knowledge of relevant statutory, legal, and collective agreement requirements to ensure effective interpretation and application throughout VCH.
- Identifies emerging initiatives, trends and industry best practices and ensures full consideration in the development and implementation of service delivery goals and objectives.
- Displays comprehensive knowledge of project management principles and methodologies and ability to coach team members on these skills.
- Uses sound business acumen to manage the fiscal resources of the assigned projects/services in a manner that is financially responsible and consistent with overall goals of the organization.
- Physical ability to perform the duties of the position.

Closing Statement

As per the current Public Health Orders, as of October 5, 2023, all employees working for Vancouver Coastal Health must be fully vaccinated for COVID-19 or have received a single dose of the most-recent, updated COVID-19 vaccine. Proof of vaccination status will be required.

If you have any questions, please reach out to Harleen Dastur-Randhawa at executivecareers@vch.ca.

WHY JOIN VANCOUVER COASTAL HEALTH?

VCH is a world class innovator in medical care, research, and teaching, delivering service to more than one million BC residents. At VCH, we embrace thinking boldly, taking smart risks, and "going first" when we believe it will lead to the best possible outcomes for patients and their families. We invite you to join us in creating healthy lives in healthy communities by showcasing our passion for care, connection to the communities we serve and our culture of teamwork that makes VCH a great place to work.



- Comprehensive health benefits package, including MSP, extended health and dental and municipal pension plan
- Grow your career with employer-paid training and leadership development opportunities
- Wellness supports, including counselling, critical incident and innovative wellness services are available to employees and their immediate families
- Award-winning recognition programs to honour staff, medical staff and volunteers
- Access to exclusive discount offers and deals for VCH staff

Equity, diversity, and inclusion are essential to our goals of creating a great place to work and delivering exceptional care. We acknowledge and accommodate unique differences and ensure special measures are in place so that all prospective and current employees are given an opportunity to succeed.

We are committed to building a representative workforce and encourage applications reflecting diversity of sex, sexual orientation, gender identity or expression, racialization or ancestry, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person.

Vancouver Coastal Health is proud to be recognized as one of Canada's Top 100 Employers in 2023.

Only short-listed applicants will be contacted for this posting.

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