



## VACANCY

**DEPARTMENT:** MENTAL HEALTH & ADDICTION SERVICES

**POSITION:** ONE (1) PERMANENT FULL TIME MANAGER, INDIGENOUS HEALTH & WELLNESS

**SITE:** NBRHC – NORTH BAY

**HOURS:** DAYS WITH FLEXIBILITY AS REQUIRED

### JOB DESCRIPTION

In alignment with North Bay Regional Health Centre's core values, the Manager leads hospital programs and initiatives, such as Mino-wacihewin Regional Service for Indigenous Peoples, to advance health equity and improved health and wellness of Indigenous people. The Manager provides organizational and system leadership for the overall coordination and program development of key priorities as identified through the Hospital's strategic plan and in consultation with Indigenous partners throughout the North East.

The Manager is responsible for overseeing and delivering a number of strategic initiatives by considering the Indigenous social determinants of health, cultural safety and anti-racism principles, and Indigenous engagement in program and service delivery.

### QUALIFICATIONS

- Four (4) year Bachelor's Degree in Health, Social Sciences, Business related field
- Master's degree in a related discipline is an asset
- Minimum of five (5) years of cultural learning and a demonstrated commitment to mino-pimahtisiwin
- Minimum of five (5) years' experience working in a health, wellness, policy, governance, community development or related programming that includes one (1) year of supervisory or team lead experience.
- Experience working with Indigenous language, culture, customs, and traditions is required.
- Knowledge of the Indigenous social determinants of health, and the context and environments in which programs and health services operate in the North East.
- Knowledge of colonial impacts on Indigenous peoples in health and social outcomes, including specifics within the health care system, supported by significant knowledge of Canadian and Indigenous ideologies.
- Strong understanding of Cultural Safety and Anti-Racism frameworks.
- Knowledge of Indigenous governance structures and protocols, organizations, communities and geographic territories within the North East region.
- Understanding of trauma informed care principles and able to apply within all relationships and interactions.
- Demonstrated ability to build effective relationships with various stakeholders.
- Demonstrated ability and understanding to incorporate Indigenous cultural values and perspectives into program designs and implementation with and for Indigenous peoples.
- Superior interpersonal, communication, team building and creative problem solving skills.
- Excellent human resource management skills including recruitment, retention and motivation of staff.



- Demonstrated budgeting and financial management skills.
- Experience with change management and innovation.
- Proficient computer skills particularly with Microsoft Office (Word, Excel, Outlook) and patient information systems.
- Knowledge of human resources/labour relation practices, relevant government legislation and guiding documents (e.g. Truth and Reconciliation Commission Report), and principles of management.
- Familiarity with collective agreements, scheduling.
- Demonstrated time management, prioritization and organizational skills.
- Demonstrated ability to independently identify issues, plan improvements, measure success and continue improvement.
- Demonstrated commitment to a culture of safety and prevention of adverse health events required.
- Knowledge and ability to communicate in Cree or Ojibway language preferred.
- Must demonstrate good attendance.
- Bilingualism (Advanced level English/French) is required. *All unilingual candidates are encouraged to apply and may be considered if the identified French requirement has been met or there are no successful bilingual candidates. A formal French test will be conducted to evaluate the proficiency level.*

Criminal Reference Check including the Vulnerable Sector Check recent within six (6) months is a requirement

**Interested candidates are asked to submit their cover letter and resume to:**

[careers@nbrhc.on.ca](mailto:careers@nbrhc.on.ca) quoting file **NU MH-24-44**

**The posting will remain open until the positions are filled.**

Please note these postings are subject to change without notice. An acknowledgement will be sent only to those candidates who will be interviewed.

#### **THE ORGANIZATION**

North Bay Regional Health Centre (NBRHC) is a unique health care organization with three primary roles: providing acute care services to North Bay and its surrounding communities, functioning as the district referral centre providing specialist services for smaller communities in the area, and it's the specialized mental health service provider serving all of northeast Ontario. At more than 400 beds, our state-of-the-art regional health centre has over 150 physicians, 2300 employees and 250 volunteers.

For more information about the NBRHC, visit [www.nbrhc.on.ca](http://www.nbrhc.on.ca)

#### **THE COMMUNITY**

North Bay is located 3.5 hours north of Toronto, just north of the district of Muskoka, and 3.5 hours west of Ottawa. With a population of 54,000 and a catchment area of 180,000, it is a safe and welcoming community that offers a healthy and balanced environment for working, living and raising a family. North

North Bay Regional  
Health Centre



Centre régional  
de santé de North Bay

Bay is situated on the shores of two large lakes (Lake Nipissing and Trout Lake) and boasts beautiful scenery and four distinct seasons. Whatever your interests are, you will have access to numerous activities and amenities within minutes from your home—reclaim your work-life balance and join us!

To see more of beautiful North Bay and learn about our lifestyle, visit [www.northbay.ca](http://www.northbay.ca)

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***NBRHC is committed to achieving 100% compliance with its COVID-19 Vaccine Policy. As a result, please be advised that in order to be eligible for employment at the Health Centre, all new hires must be compliant with our COVID-19 Vaccination Policy and must be fully vaccinated prior to commencing employment. To be considered fully vaccinated, an individual must have received the full series of a COVID-19 vaccine or a combination of COVID-19 vaccines approved by the World Health Organization (e.g. two doses of a two-dose vaccine series or one dose of a single-dose vaccine series) and received the final dose of the COVID-19 vaccine at least 14 days ago.***

***The requirement that successful applicants be fully vaccinated is subject to any accommodation obligations pursuant to the Ontario Human Rights Code.***

*North Bay Regional Health Centre is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require an accommodation for disability during any stage of the recruitment process, please indicate this in your application.*

**We are an equal opportunity employer. We thank all applicants for their interest.**