

Vice President, Human Resources & Professional Practice

Competition #: 02098368

Employee Type: PERMANENT FULL TIME

Bargaining Unit: NON-CONTRACT

Facility: KELOWNA CHSC

Location: Kelowna

Department: IH ADMINISTRATION

Reports To: PRESIDENT AND CHIEF EXECUTIVE OFFICER

Close Date: OPEN UNTIL FILLED

Position Summary

Who are we looking for:

Are you looking for a new and rewarding senior executive leadership challenge in healthcare? Interior Health has an exciting opportunity for Vice President, Human Resources & Professional Practice. The location for this role is flexible within the Interior Health Region of British Columbia. We are looking for people who want to make a difference in the communities in which they live, work and play. Relocation allowance may be provided, apply today to join our amazing team.

Some of the benefits of joining Interior Health:

- An attractive remuneration package
- Excellent career prospects
- Employee & Family Assistance Programs
- Employer paid training/education opportunities
- Employer paid vacation
- Medical Service Plan
- Employer paid insurance premiums
- Extended Health & Dental coverage
- Municipal Pension Plan
- Work-life balance
- Relocation Allowance

Salary range for the position is \$227,470 to \$341,207. Interior Health establishes salaries within the minimum and maximum of the salary range based on consideration of the qualifications, experience of the applicant, and an internal equity review of the salaries of other employees.

How will you create an impact:

The Vice President, Human Resources & Professional Practice is the executive lead for Interior Health's Health Human Resource and Professional Practice strategy and is an integral part of Interior Health's Senior Executive Team (SET).

The Vice President is accountable for Human Resources (HR) and Professional Practice solutions to enable efficient and effective execution of corporate strategies, programs and services to improve people development and enable operations to continue to provide safe care. This includes the accountabilities to develop a vision for professional and advanced nursing practice, clinical education, and is the primary sponsor for the health authority on matters relating to practice, education, clinical ethics and research ethics for the nursing and allied health professional staff. The Vice President is accountable for portfolio strategic investments, operations and risk management and legal compliance for human resources and professional practice.

What will you work on:

1. Advises the President & CEO and Board, at a strategic level, on Interior Health plans, priorities, risks and achievements in advancing human resources and professional practice including data driven analytics to enable:
 - a) Creating a diverse work environment where each employee contributes and reaches their full potential, including organization and people development, recognition, change initiatives, and talent management;
 - b) Effective and efficient HR services in the areas of benefits, systems administration, design, forecasting, recruitment and planning and that all policies and programs support the health, safety, and wellness of employees to ensure sustainment of staffing needs to sustain organizational services; and;
 - c) Business and administrative process improvements to advance overall IH organizational performance and workplace environment in conjunction with employees, physicians, business partners, contractors and affiliates.
2. Accountable to ensure strategic nursing and allied health leadership by consulting, advising, and initiating strategies on issues related to strategic health workforce planning, recruitment, retention, education, safe care, professional standards, healthy work environments, and research ethics with a focus on the creation of a sustainable workforce.
3. Accountable for the development, execution, management, governance and operating model for the health human resources and population health strategy including the execution of BC Guiding Framework for Public Health across Interior Health.
4. Health Authority executive lead for Board Governance HR Committee and sponsor of the Provincial Health Human Resources Coordination Center and engages with internal partners to ensure outcomes are implemented into effective operations of key portfolio matters through innovative service delivery models.
5. Ensures appropriate partner engagements and collaboration are made both internally and externally with the Ministry of Health, the Board, SET members other BC Health Authorities and provincial and national organizations on industry initiatives.

6. Provides executive representation in developing and maintaining collaborative working relationships with internal and external partners to address issues, share information, and promote partnerships.
7. Ensures that effective processes are in place to assess practice and credentials of the organization's allied health professional and nursing staff in compliance with accreditation and professional standards as well as codes of ethics
8. Establishes and oversees annual operating plans and related budgets for the portfolio, developing an appropriate organizational structure and allocating the financial, technological, physical, and human resources required to achieve current and long-range strategies and meet operating objectives within the organization's fiscal framework.
9. Identifies and addresses critical issues and risks to achieve short, medium, and long-term objectives, strategies, plans, and programs to optimize service, improve the patient experience, and meet Ministry of Health mandated expectations.
10. Develops, implements and monitors organizational and portfolio performance against operating targets and key performance indicators. Ensures programs and services are designed, integrated, operated, measured, and reported on in terms of efficiency, effectiveness, and attainment of established goals and objectives.
11. In alignment with IH's Occupational Health & Safety Program, maintain a healthy and safe work environment through complying with and implementing applicable Occupational Health and Safety Regulation, responding to requests from WSBC, identifying hazards and communicating risks, ensuring compliance with employee training, conducting effective incident investigations and implementing required corrective actions.
12. Provides leadership for other services, programs, or projects as assigned by the President and CEO.

Honouring Interior Health's commitment to Truth and Reconciliation and the Declaration on the Rights of Indigenous Peoples Act (DRIPA), and Pursuant to Section 42 of the BC Human Rights Code, preferential consideration and/or hiring will be given to qualified applicants who self-identify as Indigenous (First Nations, Métis, or Inuit).

Qualifications

Education, Training, and Experience

- A Master's degree in HR Management, Organizational Development, Change Management, Business Administration, Leadership, Healthcare Administration, or a related discipline.
- Fifteen (15) or more years of experience in progressively senior leadership roles ideally gained in a complex, multi-site, unionized environment. Experience may have been in either the public or private sector, with healthcare leadership an asset.
- An equivalent combination of education, training, and experience.

Lead Capabilities

Demonstrates all LEADS Capabilities, in particular:

- Leads Self/Cultural Agility – self-awareness, demonstrates character; noticing and adapting to cultural uniqueness to create a sense of safety for all.
- Engages Others/Empathy – fosters the development of others, communicates effectively, builds effective teams, listens with heart rather than reacting
- Achieves Results/Process Orientation – sets direction, strategically aligns decisions with vision, values & evidence, accepting that use of process orientation and a 'good relationship' are concrete deliverables.
- Develops Coalitions/Building a Trust-Based Relationship – builds partnerships & networks to create results, demonstrates a commitment to customers & service, navigates socio-political environments, building personal relationships in addition to professional ones, participating in open exchanges of experiences and culture
- System Transformation/Credible Champion – demonstrates systems/critical thinking, strategically oriented to the future, champions & orchestrates change, remains self-aware and maintains effective relationships, shows courage and conviction in advocating for change for the betterment of Indigenous people.

Skills and Abilities

- Comprehensive knowledge of current BC healthcare policies, funding practices, and relevant Federal and Provincial Health Statutes.
- Comprehensive knowledge of current healthcare issues, trends, and government directives.
- Comprehensive knowledge of research methods, processes and knowledge translation.
- Demonstrated knowledge of budget preparation and management of financial resources involving short-, immediate-, and long-term plans.
- Demonstrated leadership and interpersonal skills.
- Ability to unify, energize, and motivate people.
- Ability to promote and facilitate change.
- Ability to influence others at all levels of the organization and well as external partners.

- Demonstrated ability and willingness to assume responsibility and accountability in a leadership role.
- Ability to communicate effectively verbally and in writing, including the ability to make effective presentations to groups.
- Ability to function effectively in a highly dynamic environment.
- Physical ability to perform the duties of the position.

Interior Health strives to create an environment where you enjoy the work you do, the place where you work, and the people around you. Together, we create great workplaces. [Apply today!](#)

Comments

Interior Health now offers assistance from an Indigenous Employment Advisor. If you self-identify as Indigenous (First Nations, Métis or Inuit) and if you would like assistance with the application process and/or career exploration, send your question(s) via email to IndigenousEmployment@interiorhealth.ca to be redirected to the Employment Advisor. We invite applicants to self-identify as First Nations, Métis, or Inuit within cover letters and/or resumes.