



connect

Life Redesign After Brain Injury and Stroke

Leader of Culture, People and Services – CONNECT Saanich

You have a passion for people, a curious, open mind and a desire to make a difference. You are a leader, a relationship-builder and thrive on the learning and development of yourself and others. You find opportunity or create it, prepared to dive into an evolving role.

We're looking for just the right person to join our team as **Leader of Culture, People and Services - CONNECT Saanich**, a brand-new location for CONNECT. As a guest on the traditional land of the W̱SÁNEĆ people, you will have the important job of representing CONNECT and building strong community relationships as a good neighbour, partner and friend, so we start in a good way and walk this important journey together.

As the Leader of Culture, People and Services for CONNECT Saanich, you will lean into your extensive leadership experience to oversee the delivery of the CONNECT promise – Life Redesign after brain injury and stroke. You will lead a Coaching Resource team of professional support staff (OT, PT, SLP, etc.), including service resource, people resource, decision support, admin coaches, and the Life Redesign Coaches working directly with the individuals we support in their homes. Hire and grow this team from the ground up. You will be charged with the important and rewarding task of leading, coaching and mentoring a team of enthusiastic humans.

The Leader is responsible for the performance of the day-to-day operations and service delivery for CONNECT in line with CONNECT's mission, vision and values, service philosophy, and the guiding principles and practice of CONNECT's Life Redesign Model™. The Leader manages the operational budget and people resources and shapes the performance development of its people and services through a process of continuous learning and quality improvement. Our most recent service evaluation at CONNECT Hamilton has demonstrated incredibly positive outcomes for the people we support and the health system overall.

The Leader will report directly to our Director of Culture, People and Services. As a member of CONNECT's Leadership team, you will contribute to setting strategy and direction for the company.

The ideal check list:

- Registered health professional
- Competent leader and critical thinker, someone who can bring out the best in others, lean into their diverse leadership experience, and also think creatively
- Passion for people
- Team builder
- Proficiently able to balance multiple priorities with creativity
- Able to be comfortable with uncertainty and ambiguity in an evolving environment, be flexible and adapt
- Open and clear communicator
- Sense of humour
- Ability to seek out opportunities to Make Lives Better
- Contribute to the development of services based on your own creativity, unique strengths, interests and experience.

Skills and Qualifications:

- Is a seasoned and proven leader/team builder (minimum of 5 years experience leading an organization).
- Has professional and political acumen. Ideally someone who has experience working with various levels of government and/or direct experience working with a Canadian health authority.
- Possesses the skills, experience and approach that they will use to build authentic relationships with the local Indigenous community. We are looking with someone who brings an authentic lens of cultural competence and sensitivity, who demonstrates empathy and emotional intelligence, and who embodies integrity and trustworthiness.
- Knows how to provide high-level direction and support to their team - who knows how to delegate and guide but not take over (doing with vs. doing for) and play to the strengths of team members.
- Knows how to develop and implement a vision and plan and, as part of that, knows how to put effective organizational structures and processes in place.
- Possesses a balance of thinking and doing - an organized, high-level planner who is also present with the team and the people we support and willing to jump in and lend a hand if necessary.
- A kind and confident leader.

What the role looks like:

Lead and support the delivery of CONNECT's Life Redesign Model™:

- A culture of personal accountability, supported risk taking, social capital and meaningful community participation;
- Services planned around what the person wants more of in life. Participation in relevant life situations drives the individual's goals;
- Service plans leverage neuroplasticity by pursuing resident goals in real-life, non-institutional settings;
- A “doing-with” coaching approach with blended job roles and a multi-professional coaching team.

The Leader of Culture, People and Services will build and support the team delivering services while keeping an eye on quality and best practices. They will guide the development of integrated services, ensuring a culture of collaboration and partnership exists between the individuals we support, their coaching resource team and community services providers. They will work together with others to meet the goals of the individual, the shared goals of the team and the development and evolution of CONNECT.

Support is also provided by a global leadership team, including operations, finance, communication and IT.

Please submit your expression of interest, including your resume to Jamie Curran, Director of Culture, People and Services at careers@connectcommunities.ca with the subject line: Leader of Culture, People and Services.

Submission deadline is Friday November 15, 2024.

About us:

CONNECT has delivered A Better Way after Brain Injury and Stroke for more than 30 years. CONNECT's Life Redesign Model™ is deemed Leading Practice by Accreditation Canada under client and family centred care in ABI services. With locations in Langley, Lake Country, BC and Hamilton, Ontario, CONNECT has an innovative, functional approach to Life Redesign. Individuals we support participate in real-life activities embedded with rehab to reach their individual goals and Life Redesign Plans. Our homes do not have central housekeeping, catering or institutional care home amenities and are run instead like any other house, with coaching supports along the way. CONNECT locations blend naturally into the community, allowing for easy interaction and integration with the neighbourhood. Visit www.connectcommunities.ca for more information.