



College of
**COMPLEMENTARY HEALTH
PROFESSIONALS OF BC**

Job Posting

Job Title: Director, Quality Assurance & Practice
Department: Quality Assurance & Practice
Status: Full-time; Permanent
Location: Vancouver, BC; Hybrid

Who We Are

The College of Complementary Health Professionals of BC (CCHPBC, or the College) is located on the traditional, ancestral, and unceded lands of the xʷməθ kʷəyəm (Musqueam), Skwxwú7mesh (Squamish), and səliwətał (Tsleil-Waututh) Nations. The College regulates over 10,000 health professionals, including chiropractors, massage therapists, naturopathic physicians, traditional Chinese medicine practitioners, and acupuncturists across British Columbia.

Formed on June 28, 2024, through the amalgamation of four provincial health profession regulators, the College was established as part of the Ministry of Health's initiative to modernize the health profession regulatory framework in B.C. Its primary role is to protect public health and safety by licensing and regulating health professionals and the settings in which they practice. This includes ensuring that every health professional within its purview is fully qualified to provide safe and ethical care.

About This Employment Opportunity

The College is seeking a strategic leader with a passion for quality assurance, regulatory excellence and advancing professional standards to take on the role of Director, Quality Assurance and Practice.

The Director, Quality Assurance and Practice provides oversight to achieve the strategic and operational goals and objectives related to quality assurance, practice advice, and standards and guidance for the College. This position plays a key role in supporting key strategic and operational initiatives, ensuring integration across all regulatory functions. As well, the Director, Quality Assurance and Practice participates as part of the leadership team for the College.

It is essential for all College staff to contribute to a team approach with a public protection focus, delivering efficient services that align with and allow the College to meet its regulatory, strategic, and operational goals.



Duties and Responsibilities (include but are not limited to)

- In consultation with the Chief Regulatory Officer, directs the strategic and operational plans for the quality assurance and practice (including standards and guidance, and practice advice) program. Ensures effective development, implementation and evaluation of the program strategy/objectives.
- Oversees the development, implementation and evaluation of a modernized and harmonized continuing competency program for registrants.
- Ensures the development, implementation and evaluation of quality assurance and practice systems, programs, and policies incorporates continuous improvement strategies in order to meet operational and strategic goals and priorities.
- Provides direction and guidance to the Quality Assurance and Practice Manager and staff to achieve program goals and objectives. Adapts operational goals and objectives and directs change as required.
- Aligns employees with the strategic directions, mandate and regulatory philosophy of the College.
- Responsible for overseeing all aspects of quality assurance, practice and standards in accordance with College policies and relevant legislation including the Health Professions Act, College bylaws, professional regulations and the Freedom of Information and Protection of Privacy Act.
- Ensures the College's professional and clinical practice standards and practice guidance/policies are current, up-to-date and aligned with best practices, and properly support the College's mandate to protect the public from harm and discrimination. Oversees harmonization and alignment of professional and clinical practice standards and practice guidance/policies where applicable.
- Oversees staff support and recommendations to the Quality Assurance and Professional Practice and Standards Advisory Committees and profession-specific panel chairs.
- Develops proposals for amendments to the Bylaws related to quality assurance and practice.
- Collaborates with the Manager, Finance to ensure the College's budget estimates meet the needs of the College's quality assurance and practice functions. Ensures appropriate allocation of resources within Quality Assurance and Practice.
- Represents the organization and works to achieve strategic and operational directions with interested parties internally and externally.
- Supervisors the Manager, Quality Assurance and Practice, including by monitoring and evaluating their ongoing performance and recruiting/training as needed.
- Other duties as assigned by the Chief Regulatory Officer.



Qualifications and Skills

- Master's degree in health policy or management, or a related health discipline; bachelor's degree with equivalent experience may be considered. Registration or education in a health profession is an asset.
- At least 10 years of progressively responsible experience in a senior leadership role in healthcare, professional regulation, quality assurance, or a similar field.
- Extensive working knowledge of the health care system and regulated professions is essential.
- Experience in leading transformational strategic projects and proactive, with a demonstrated ability for implementing strategy and aligning and achieving operational outcomes. System and innovative thinker, with demonstrated analytical and problem-solving skills with a global perspective. Expertise in change management an asset.
- Demonstrated leadership ability and excellent interpersonal skills. Strong presentation and facilitation skills.
- Proven experience overseeing multiple simultaneous projects.
- Knowledge of competency assessment tools and processes. Familiar with evaluation methodologies and techniques, including basic statistical analysis methods. Politically astute and culturally sensitive. Ability to manage sensitive situations with discretion. Able to deal with people and to represent the organization professionally at all times.
- Experience with emerging digital technologies, including artificial intelligence (AI).
- Ability to establish and maintain strong working relationships with a variety of internal and external interested parties.
- Collaborative spirit with a passion for fostering regulatory excellence.

An individual who meets either the established formal qualification or the accepted equivalency can be considered equally for this role.

Compensation and Perks

The compensation for this position ranges from \$131,000 to \$174,000 annually, based on a 37.5-hour work week. The starting salary will be determined by factors such as the candidate's job-related knowledge, skills, experience, the salaries of peers within the same range, market conditions, and other relevant considerations.

CCHPBC offers a competitive compensation package, including health, dental and vision benefits, employee assistance program, Municipal Pension Plan, and paid time-off



package. Other perks include flexible hybrid work arrangement, professional development opportunities, and office closures for the 11 statutory holidays in B.C., as well as Easter Monday and Boxing Day.

Application Process

If you are interested in joining our team, **please submit your resume and cover letter on our careers portal on our website, www.cchpbc.ca/about/#careers by July 31, 2025.** This position will remain open until filled, but priority will be given to applications received by the deadline. References, education and credential verifications, and a criminal record check may be required for final candidates. Internal applicants will need to submit an application with the HR team by July 10, 2025.

The College provides accommodations for applicants with disabilities throughout the selection process. If you require accommodation, please inform us when contacted for an interview or assessment. All accommodation information will be kept confidential.

We appreciate all applications; however, only those selected for an interview will be contacted.