



**Weeneebayko Area
Health Authority**
19 Hospital Drive
P.O. Box 664
Moose Factory, ON
P0L 1W0
Canada

T: 705-658-4544
W: www.waha.ca

EMPLOYMENT OPPORTUNITY:

Title: Director of People Experience
Division: Leadership
Location: Moose Factory, On / Hybrid
Reports to: Senior Vice President & Chief Operating Officer
Status: Permanent Full-Time

The **Weeneebayko Area Health Authority (WAHA)** is seeking an experienced human resources leader to fill the role of **Director of People Experience**. Reporting to the COO, you will lead the HR Operations, Employee and Labour Relations, Total Rewards, Talent Management, Non-Clinical Learning, Occupational Health, and Employee Wellness teams.

Who We Are

WAHA is the leading health care provider on the western James Bay coast. WAHA comprises of hospitals in Moose Factory, Fort Albany, and Attawapiskat, with a Health Centre in Moosonee. WAHA also provides regional outpatient programs, as well as Paramedicine services in Moose Factory, Moosonee, Fort Albany, Kashechewan, Attawapiskat, and Constance Lake. The span of services, complexity of care needs in the region, and the depth of health integration has made WAHA a leader and a model of health care services in Northern Ontario. WAHA consists of 450 employees, a Physician team, many students, as well as community stakeholders. It is affiliated with Queens University and offers many educational opportunities for current and prospective team members.

Who You Are

- A champion of positive change management and making a difference for underserved populations
- Demonstrates high emotional intelligence, integrity and accountability.
- Action-oriented with a record of getting results.
- Leads self by demonstrating self-awareness, managing and developing themselves, and demonstrating character.
- Engages others by fostering their development, contributing to healthy organizations, communicating effectively, and building teams.
- Achieves results by setting direction, strategically aligning decisions with vision, values, and evidence, takes action to implement decisions, and assesses and evaluates.
- Develops coalitions by purposefully building partnerships and networks to create results, demonstrates a commitment to customer service, mobilizes knowledge to navigate socio-political environments.
- Engages in system transformation by demonstrating system and critical thinking, encouraging and supporting innovation, orienting themselves strategically to the future, and championing and orchestrating change.

What You'll Do

- Facilitate a shift from a transactional HR model to a transformational, culture-based model of practice
- Develop strong and productive relationships with internal stakeholders to ensure a full understanding of both operational and strategic needs of the business, and position the team to support the fulfilment of these needs
- Oversee, in coordination with the COO, the creation and execution of a people strategy that aligns our current talent with our vision for the future of our workforce.
- Oversee the implementation of both a HRIS and an employer branding project

Posted July 18, 2024

- Maintain and build upon positive relationships with union partners while considering needs of employees, patients, and the organization
- Oversee the implementation of a robust, engaging, and effective onboarding program that is interconnected across departments and integrates new talent into their respective roles and to WAHA's corporate culture to support success
- Facilitate the creation of an Indigenous cultural strategy within the organization that promotes understanding, supports WAHA in providing culturally safe and relevant care, and celebrates the local Cree culture
- Develop a inclusion, diversity, equity, and accessibility (IDEA) strategy that is rooted in eliminating racism, exclusion, and promoting multi-cultural competency
- Implement a leadership development program that supports our goal of being a leaderful, engaged, and transformational health organization
- Develop an employee wellness strategy that addresses relevant issues faced by employees, while promoting a safe, healthy, and supportive workplace
- Be an active member of the organization's leadership team and contribute to the achievement of our mission; to provide optimum healthcare as close to home as possible

What You Bring

- Bachelor's degree in Human Resources, Leadership, or a related field coupled with a CHRL designation in good standing with the HRPAA is required
- Master's degree in Business Administration, Organizational Development, Leadership, or a related field is strongly preferred
- Experience in leading corporate culture change
- Experience working in Indigenous workplaces, with demonstrated knowledge of the unique health challenges facing the Weeneebayko region
- Experience leading employee and labour relations

What We Provide

- Highly competitive base salary
- Northern living allowance of \$5,200 per year (pensionable earning)
- Annual retention incentive ranging from \$4,250-\$7,000 (pensionable earning)
- Semi-annual travel allowance for yourself and eligible family members
- Housing provided by the organization
- Extensive health, welfare, and wellness benefits
- Hospitals of Ontario Pension Plan (HOOPP)
- Ability to shape, lead, and work in an organization leading in health transformation

Join our Team

The successful candidate must provide a valid **Criminal Record Check** within a specified time frame.

Please apply in writing, providing three recent work references, quoting **Competition #2024-190** by no later than **Friday, August 16th, 2024 at 12:00 noon** to:

Human Resources
Weeneebayko Area Health Authority
P.O. Box 664
Moose Factory, ON P0L 1W0

- Resumes can be emailed to jobs@waha.ca or faxed to 705-658-4917
- For more information contact the HR team by email above
- Only those selected for an interview will be contacted
- **Please be advised that in order to be eligible for employment at Weeneebayko Area Health Authority, all new hires must have received the full series of a COVID-19 vaccine or combination of COVID-19 vaccines approved by Health Canada**

Weeneebayko Area Health Authority is an inclusive employer. Accommodations are available in accordance with the Ontario Human Rights code and Accessibility of Ontarians with Disabilities Act, 2005.

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