

children's HEALTH FOUNDATION OF VANCOUVER ISLAND

Candidate Brief

Director of Family Programs and Impact

August 2024



The Miller family

Children's Health Foundation of Vancouver Island has invested in the health of Island kids for almost 100 years. Our vision is to ensure all Island kids have access to the health care they need. We believe the best way to give kids, youth, and their families access to care is by funding programs and initiatives in three main areas: Early childhood development, youth mental health, as well as children and youth living with complex needs.

Thanks to the generosity of our donors, we can bring supports closer to home and help transform the lives of children and youth living with physical and mental health challenges.

We have an exciting opportunity for a **Director of Family Programs and Impact** to join our passionate and dedicated team. Reporting to the CEO, the Director ensures the Foundation's programs and services are aligned with the Islands-wide maternal, child and youth health care community to reduce barriers to health care for Island children, youth and families. The Director helps to align a strategic and innovative approach for the Foundation's current and future Family Programs and Impact work.



Rylan and Izaick

In this key leadership role, the Director oversees the Foundation-led programs, fostering interconnectivity between programs, and ensuring developmental learning and robust evaluation.

The Director works with the broader Foundation leadership team to ensure that all employees understand how the Foundation's programs and services address the needs of children and youth within and through the Foundation's cornerstone programs.

This is an exciting opportunity for an experienced leader who is passionate about children's health to:

- Foster and support strategic relationships and partnerships with internal and external partners and allies;
- Build current and future program success through high standards of satisfaction, quality, and performance;
- Lead the development of departmental strategies, plans, policies, and systems;
- Provide leadership, support and oversight to the Family Programs and Impact team;
- Align the Foundation's programs for high impact use of funds for future Islands-wide donor dollar investment;
- Strategically highlight the Family Programs and Impact goals, strategic objectives, and investments in community;
- Work with a passionate and dedicated team;
- Join and be a champion for the only organization dedicated to ensuring all Island kids have access to the health care they need.

About us



The Keno family

We're here for Island kids.

There is no greater gift than our children. And nothing is more vital than their health.

Children's Health Foundation of Vancouver Island has invested in the health of Island kids for almost 100 years. We're here to harness the collective compassion of thousands of donors each year so that together, we can improve the lives of children and youth living with physical and mental health challenges – in every Island community.

Our vision is to ensure all Island kids have access to the health care they need.

We collaborate with medical experts, health care professionals, Indigenous communities,

school districts and community partners to identify service gaps and barriers that impact care. Together, we develop solutions – and we're unrelenting in our quest to achieve sustainable, transformative change. Last year, with the help of our generous donors, the Foundation touched the lives of 15,753 kids, youth, and families across Vancouver Island and the surrounding Islands.

Our history: Here for Island kids since 1926

Our story dates back to 1922, when a Hornby Island parent fought to bring care for her stepdaughter closer to home. Five years later, her relentless activism and the generosity of hundreds of donors and volunteers led to the opening of a children's hospital, the Queen Alexandra Solarium for Crippled Children, located on the Mill Bay waterfront. It became a centre of excellence for children living with complex physical challenges, bringing help and hope to Island kids and their families. After relocating to its current location in Victoria in 1958 to offer care, treatment, and rehabilitation to even more Island children, the facility changed its name in 1973 to become The Queen Alexandra Hospital for Children (QA), acknowledging that children should not be defined by their illness.

The Queen Alexandra Foundation for Children was established in 1984 as a catalyst for the community to show its support for families whose children received care at QA. In 2012, the Foundation changed its name to Children's Health Foundation of Vancouver Island to better reflect its Island-wide mandate and evolving areas of focus.

Even though the names and places have changed over the decades, our Foundation will always remain connected to this proud history, and the compassionate volunteers and donors who have made it what it is today.

Most recently, we have solidified our operations around Vancouver Island to be sure we can reach as many children as possible. For instance, Q^walayu House, our Home away from home in Campbell

River, was opened in 2021 to welcome families from the North Island region and the surrounding Islands who need to travel to Campbell River to access maternal and pediatric care.

How do we help?

- Early childhood development: Enabling access to resources, supports and therapies to ensure children thrive and reach their developmental milestones from prenatal to age six.
- Youth mental health: Supporting services and experts that reach youth any time throughout their mental health journey.
- Children and youth living with complex needs: Helping families access multiple services, therapies, and specialists to address the complex needs of their children from birth into young adulthood.



Talia and Kelsey

We do this through:

- Home away from homes, like Jeneece Place and Qwalayu House;
- Bear Essentials, to help offset health expenses for children (<https://islandkidsfirst.com/bear-essentials/>);
- Targeted strategic granting and program funding, and endowed bursaries; and
- Many other funding programs, partnerships, and collaborations.

The Foundation raises on average \$3.5 million annually from over 2,500 active donors every year. This support, combined with our \$54 million in assets, means we have a strong and stable foundation from which to grow.

To learn more, see <https://islandkidsfirst.com>.

Director responsibilities

Family Programs and Impact Management

- Provide leadership, support, and oversight to the Family Programs and Impact (FPI) team, ensuring a dynamic, cohesive, well-structured team that is motivated and inspired to work collaboratively towards the Foundation's mission and values.
- Bring out the best in each individual team member through mentoring, performance reviews and professional development planning, and ensure that this work is carried out within specific program areas.
- Lead regular departmental meetings to build the culture of the team, to ensure effective, open communication, and to actively encourage team participation in problem solving and decision making.
- Ensure ongoing data collection and evaluation of the Foundation's in-house programs and other community investments to measure, demonstrate, and leverage impact.
- Work in collaboration with the Associate Director, the CEO, and the entire FPI team to help develop, manage, and evaluate the annual performance of the FPI programs vis-à-vis the Theory of Change framework.
- Work directly with the Director of Finance to translate the FPI overall annual plan into a budget; responsible for managing the budget throughout the year and reporting on variances.
- Lead the development and implementation of departmental strategies, plans, policies, and systems to enable efficient and accurate documentation and to ensure alignment of team objectives with Foundation priorities.
- Maintain up-to-date knowledge on key industry research and, when required, access or contract for research work.
- Monitor and evaluate departmental financial, human resource, and other necessary resources, and provide recommendations to support identified needs.

Strategic Leadership

- Working across Vancouver Island and the surrounding Islands, identify gaps, needs and opportunities that align with the Foundation's programs through strategic relationships with various health authorities, government ministries, school districts, community child health organizations, municipalities, and other key partners and allies.

- Coordinate and lead various community engagement events for the purpose of informing program strategy, system-level coordination and innovation, and relationship building; the format of such events may vary from year to year. Where appropriate, participate in events with other members of the senior leadership team.
- Provide strategic and solution-oriented advice and support to the CEO on important health gaps, trends, needs and opportunities that exist across Vancouver Island and the surrounding Islands.
- Work closely with the CEO and the Chair of the Family Programs and Impact Committee of the Board to establish strategic priorities, opportunities for special projects, and ensure alignment of the Foundation's programs for high-impact use of funds when recommending future Islands-wide donor dollar investment.
- Collaborate internally with Fund Development and Communication and Marketing teams to strategically highlight the organization's Program and Impact goals, strategic objectives, and investments in community.
- Cultivate a culture of philanthropy among the FPI team, the Foundation, and through strategic partnerships.

Strategic Partnership Management



Baby Angie

- Act as ambassador of the Foundation at key community tables, health networks and collaborative initiatives to expand and strengthen relationships with partners for organizational impact and growth.
- Maintain awareness of family and medical professional networks through program team to identify needs and gaps that may be supported through partner services.
- Develop presentations and prepare program-related content for publications and other related purposes.
- Represent the Foundation within the wider health care community to build awareness of programs and major initiatives.
- Oversee and ensure appropriate issues identification and management systems are in place to protect and strengthen the Foundation's reputation.
- As part of the Foundation's senior team, provide direction for reporting the Foundation's donor dollar investments to ensure that the work of the Foundation is clear, accurate, and accessible.

Candidate profile

- Relationship Building (*Builds and maintains ethical relationships, networks, and contacts.*)
- Strategy Execution (*Achieves goals and objectives in support of strategic priorities.*)
- Stewardship (*Applies laws, policies, regulations, and guidelines to protect the vitality of the organization.*)
- People and Culture (*Motivates and directs employees to optimize workplace productivity and promote professional growth, and can communicate effectively and interact with people through positive behaviours and attitudes to support a healthy workplace culture.*)
- Board Relations (*Develops and maintains strong working relationships and provides timely, effective, and transparent communication that allows the Board to carry out its role.*)
- Communication (*Articulates thoughts and expresses ideas effectively using written, visual and non-verbal communication skills including adapting that ability to various contexts, and listening to gain understanding.*)



Qwalayu House

Desired skills and experience

- A minimum of 5 years of previous experience in a senior leadership role and in working with community and/or key health care/community partners. Previous experience with a non-profit organization preferred.
- Experience working within a health care program focused on children and youth, or related field.
- Demonstrated innovative leadership skills, analytical and problem-solving skills, creative thinking, and a proven ability to foster a collaborative team approach to discussions and decision making.
- Strong interpersonal skills and knowledge, and prior experience working with key external partners and leaders of other organizations to build partnerships and alliances (First Nations Health Authority, Island Health, Ministry of Children and Family Development, Child Development Centres, Foundry, etc.).
- Strong decision-making skills demonstrated by strategies that move the organization forward, effective goals setting, action plans and evaluation of successes and failures.
- Effective conflict management skills with the ability to foster understanding, empathy and trust between parties.
- Superior written and presentation communication skills coupled with well-developed active listening skills.
- A high level of organizational ability, attention to detail, and ability to manage tight timelines.
- Solid knowledge of Microsoft Office programs and data collection systems.

Qualifications and education

- Post-secondary education in social work, nursing, community psychology, early childhood education, or other maternal child health clinical education and/or equivalent experience.

Working conditions

- 7.5 hr workday / 37.5 hr workweek.
- Evening and weekend work occasionally required for special events and presentations.
- Valid Class 5 Driver's licence and access to a vehicle required to travel on Vancouver Island.

Application and selection process

To apply, submit your application at <https://islandkidsfirst.applytojobs.ca/programs/32155>. To learn more about us, please visit our website at <https://islandkidsfirst.com>.

Deadline: All submissions should be received by *August 30th, 2024*.

Compensation, perquisites and flexible hours: CHFVI's benefits plans are designed with the continuing health and wellbeing of our staff, and their families in mind. Examples of CHFVI staff benefits include a generous vacation package, extended health and dental coverage, health spending account, a hybrid work model, and enrolment in the Municipal Pension Plan. The Director's compensation range is between \$100,805 and \$126,006.

Equity: The Foundation welcomes applications from all qualified individuals, including, but not limited to, persons with disabilities; racialized persons; First Nations, Inuit, and Métis; and persons of any gender identity and sexual orientation. The Foundation is committed to providing an inclusive and barrier-free recruitment process and work environment.

All qualified candidates are encouraged to apply; however, candidates must be legally entitled to work in Canada.

Bio: Veronica Carroll, CEO



Veronica Carroll is the CEO of the Children's Health Foundation of Vancouver Island. With both an MBA in Management Consulting and over two decades as a Certified Fundraising Executive, Veronica has a proven track record of philanthropic success and is a highly respected leader in Canada's philanthropic community.

Veronica has over 30 years' experience raising funds for pan-Canadian, provincial, regional and community health-related charities, environmental causes, and social service agencies. In her most recent leadership positions in health care philanthropy, Veronica has successfully raised capital campaign funds for medical equipment and new acute health care buildings and improvements supporting three health authorities in British Columbia.

As CEO of the Children's Health Foundation, over the past seven years Veronica has championed a total deployment of \$30 million in donor dollar grants to the three impact areas supporting access to health care services and programs across Vancouver Island and the Gulf Islands. In addition, during the onset of COVID restrictions, Veronica and her team launched a \$7 million-dollar capital campaign to build and operate Qwalayu House – a Home away from home in Campbell River, which opened to the first family in August 2021.