



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 Paramedicine
Division: Leadership Team
Location: Moosonee, Ontario
Reports to: Senior Vice President & Chief Operating Officer
Status: Permanent Full-Time

The **Weeneebayko Area Health Authority (WAHA)** is seeking an experienced leader to fill the key role of **Director of Paramedicine** to lead the WAHA Paramedic Service and integrated paramedical care within WAHA.

***Note:** This position requires the incumbent to relocate to Moosonee, Ontario. Relocation support and housing will be provided.*

Life at WAHA

A beacon of healing, wellness, and innovation, WAHA connects remote communities with the care they deserve. With spellbinding views surrounding each site, team members bask in the tranquility of the land, juxtaposed against a bustling workplace busy addressing the complex needs of the region. Here, we work with purpose, knowing each action matters. Patients are neighbours, family, and colleagues. Each day brings a challenge- the good kind that stretches you, helps you grow, and makes you feel vital. These hurdles birth opportunities to problem solve, develop new skills, and explore new roles. Here, we step into a version of ourselves once forgotten, overshadowed by the daily grind, and rediscover a deep connection with ourselves, the land, and each other. Here, we experience work with wonder. **#WeAreWAHA**

What We Do

There has never been a more exciting time to be at WAHA. We are an integrated health system providing the full continuum of care to the six communities of the western James Bay coast with over 500 employees, physicians, and partners in care. As a health authority, you will work in a unique setting where you have the opportunity to care for patients in all phases of their life journey, in all areas of their health experience. From Primary, Acute, and Mental Health, Dental, Specialty Clinics, Population Health and the WAHA Paramedic Service, the opportunities for growth are boundless. We provide community-based programming in all six of our communities, have six paramedic bases, three hospitals, four emergency departments, one community health centre and a total of 72 beds. Our guiding goal is to be a centre of excellence in Indigenous and remote healthcare. To make this goal a reality, we have formed partnerships with other centres of excellence to remove barriers and eliminate the inequity of health services access that have long impacted the patients that we serve.

At WAHA, we are leading the way in health transformation. Come and immerse yourself in the local Cree culture, work with dedicated and passionate colleagues, and live in beautiful northern communities with amazing community members. Our mission is to provide optimum healthcare as

close to home as possible. You can be part of this rewarding experience. Come and find your adventure in the north.

WAHA Paramedic Service

The WAHA Paramedic Service (WAHA-PS) is a primary care paramedic service providing care to the Cree communities of the Western James and Hudson Bay coast. An innovator in Indigenous health, WAHA-PS is leading the way in paramedical care for First Nations communities across Ontario.

With six bases, over 70 employees, a marine transfer unit, innovative models of care, and being a department within an integrated health authority, WAHA-PS is uniquely positioned to fulfill the mission of our organization: to provide optimum healthcare as close to home as possible.

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 track record of achievement
- 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 builds 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

- Lead the strategic and operational functions of a paramedic service within an integrated organization
- Identify and implement integrated strategies to ensure a seamless, safe, and high-quality patient experience across WAHA
- Further integrate the WAHA Paramedic Service into the broader organization to support the goals and objectives of integration
- Further support the implementation of the WAHA Community Paramedicine program with both internal and external partnerships
- Modify and execute a departmental strategic plan that is aligned with the broader organizational strategic plan
- Plan, organize, direct and control the delivery of Pre-Hospital Care to the Communities served by the WAHA Paramedic Service
- Develop evaluation systems to monitor the quality of service delivered to patients
- Develop and implement plans for new programs, special projects, new material and equipment acquisitions and future staffing levels of the department.
- Be an active and engaged member of the organization's leadership team and contribute to the fulfillment of our mission: to provide optimum healthcare as close to home as possible

What You Bring

- Primary Care Paramedic in the Province of Ontario as outlined in the Ambulance Act
- Degree in Health Administration, Business Administration, Emergency Management, a related field, or a willingness to obtain
- Master's degree in Health Administration coupled with a Certified Health Executive designation is preferred
- Experience leading in a unionized environment
- Experience and knowledge of the unique healthcare needs of the Western James Bay Coast is considered an asset
- Ability to communicate in the local Cree language is also considered an asset

Why Choose US

- Competitive Base Salary
- Hospitals of Ontario Pension Plan
- Group health, welfare, and Employee and Family Assistance Program Benefits
- Relocation paid by the organization
- Housing provided by the organization
- Annual retention bonus, a northern living allowance, and vacation travel bonus (all pensionable earnings)
- Be part of an organization leading health transformation in the remote north
- Ability to work with a purpose, connected to an amazing community and culture, with opportunities to learn and grow

Join our Team

The successful candidate must provide a valid **Criminal Record Check and Vulnerable Sector Screening Report** within a specified time frame.

Please apply in writing, providing three recent work references, quoting **Competition #2024-277** by no later than **Thursday, December 12th, 2024 at 12 noon** to:

**Talent Acquisition
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.