**Indigenous Decision Support Consultant - Decision Support**

**Job ID** 99810 **Full/Part Time** Full-Time

**Location** Victoria Hospital **Regular/Temporary** Temporary

**Posting Period**

Open:       April 9, 2024

Deadline:  May 6, 2024

Non-Union

**Department Name**

**Who We are**

London Health Sciences Centre (LHSC) is a world-class academic health sciences centre located in the Southwestern Ontario City of London. As one of Canada’s largest acute-care teaching hospitals, LHSC is a world-class innovator in clinical care, research, and teaching, delivering both local and regional services, including the Children’s Hospital, within a large geographic area. The workforce of close to 15,000 employed and credentialled staff who are dedicated to deliver the highest quality patient care while working together to shape the future of health.

LHSC’s vision is “Transforming health, together." We are committed to co-creating care experiences with patients, partners, and communities, and equity and inclusion are critical components of this commitment. LHSC recognizes the pressing need to address the disparities faced by Indigenous patients, families, and providers, and is dedicated to collectively developing a comprehensive strategy to achieve better outcomes for these communities. As an organization, we aim to actively engage and collaborate with First Nations, Inuit, Metis and Urban Indigenous Peoples, and strive to ensure that our organization's efforts are rooted in their specific needs and priorities.

**Decision Support and Data Analytics Department**

The Decision Support Consultant is a trusted expert in applying critical thinking to facilitate problem solving and identify improvement opportunities. Clients include senior leaders, directors, operational, medical and clinical leaders and community partners.

The Decision Support Consultant ensures strategic alignment and standardized approaches to ensure data quality is maximized. They provide education to improve data knowledge, analysis and stewardship of resources for clinical programs and corporate projects. They perform aggregation and presentation of clinical, financial and utilization data to inform strategic planning and facilitate evidence-based decision making at the local and system level.

The Decision Support Consultants liaise with other resources within the Decision Support Department to ensure operational needs of partners and programs are met. These operational needs include regular and ad hoc reporting, planning and forecasting, assessing data quality issues and solutions, and education regarding the resources and tools which are available across the organization. Project work is also included from time to time depending on the nature / size / and scope of the identified work.

The Decision Support Consultant will be tasked with supporting development of LHSC’s role in delivering Population Health Management (PHM), a strategy for using population-level data and information to support the health and well-being of entire populations proactively. The consultant will, therefore, be working with external partners in the system to understand system-level questions and concerns, and explore opportunities to use information accessible through LHSC’s data holdings and partnerships to answer these questions.

As part of this Decision Support Consultant’s role in PHM, they will be asked to support LHSC’s participation in Indigenous data analysis and reporting in support of advancing Indigenous Health for First Nations, Inuit, Metis, and Urban Indigenous populations. This will include support for LHSC’s Senior Director of Indigenous Health via the Office of Inclusion and Social Accountability and management of Decision Support requests from external Indigenous partners. The Consultant will help to ensure that this support is provided in accordance with First Nations Ownership, Control, Access, and Possession (OCAP) principles.

**What we offer:**

* Rate of Pay: $47.85 per hour - $59.81 per hour
* Status: Temporary Full-Time (up to 1 year)
* Hours of Work: 37.5 hours per week
* Pension Plan (HOOPP)
* Career development and training opportunities
* Employee Wellness Initiatives

**Qualifications**

**What you bring:**

* Successful completion of Bachelor’s Degree in Business, Health Administration, Epidemiology/Biostatistics or equivalent education
* Master's Degree preferred
* Minimum four (4) years recent, related job experience with hospital/healthcare including clinical and financial data and consultative skills
* Knowledge of culture and experience working with local Indigenous communities in Southwestern Ontario preferred
* Advanced proficiency in Microsoft Excel, Access, PowerPoint and Word with ability to adapt easily to new software
* Advanced proficiency of statistical tools (for example Minitab, SPSS or SAS) and data management and presentation tools (for example Visio, Tableau, Crystal Report Writer)
* Excellent facilitation skills and proficiency in preparing and delivering presentations to large and small audiences
* Demonstrated advanced level of evaluation planning, data collection and analysis strategies
* Working knowledge of industry best practices, benchmarks and measurement/evaluation methodologies
* Demonstrated effective communication, interpersonal, and reporting skills
* Self-motivated & action-oriented; an adept team player & team leader who can work independently & collaboratively
* Customer focused and responsive to the specific and unique needs of each working situation
* Flexible, adaptable & able to prioritize & manage change; works effectively in a fast-paced & evolving work environment
* Demonstrated high standard of performance and work quality in previous positions
* Demonstrated practice and commitment to the principles of patient and family centered care
* Demonstrated practice and commitment to patient and staff safety at LHSC
* Demonstrated practice and commitment to LHSC’s vision, purpose and values
* Demonstrated ability to attend work on a regular basis

**Immunization Requirements**

Before beginning employment at LHSC, all new hires will be required to:

* Provide vaccination records or proof of immunity against measles, mumps, rubella and varicella (chicken pox), Hepatitis B, Tetanus/ Diphtheria/Polio; Meningitis;
* Provide documentation of the Tuberculosis skin testing (two step);
* Provide proof of Health Canada-approved COVID-19 vaccination reflective of Ontario Health’s current definition of being fully vaccinated
* For more information visit <https://www.lhsc.on.ca/careers/health-review-requirements>

**Submission Requirements: If interested in this role, please include a cover letter outlining your knowledge and experience within the Indigenous community.**

LHSC values diversity and encourages applications from individuals of all backgrounds, including those with Indigenous ancestry. We also welcome letters of recommendation from Elders, Indigenous community members, and leaders.

We are committed to providing a safe, healthy and inclusive work environment that inspires respect.  LHSC is committed to employment equity and diversity in the workplace and welcomes applications from equity-denied groups including Indigenous people, racialized people, women, persons with disabilities, and 2SLGBTQIA+ persons. LHSC is also committed to ensuring an accessible and inclusive recruitment process.  Upon individual request, we will endeavor to remove any barrier to the hiring process to reasonably accommodate candidates, including those with disabilities, while maintaining a fair, consistent and equitable recruitment approach.  Should any applicant require accommodation through the application, interview or selection processes, please contact Recruitment Services at 519-685-8500, extension #34321 or [recruitment@lhsc.on.ca](mailto:recruitment@lhsc.on.ca) .

LHSC is committed to the principles of hybrid work and may offer this option to employees whose work can be performed in an alternate location, without adverse impact to the operations of the Hospital, inclusive of our Staff and Patient experience. Confirmation of hybrid work options available to you will be clarified upon hire and may be subject to change based on the duties required of your position. Successful candidates will be required to perform work within Ontario and must be available to work on location, as required.

Please be advised, if you are seeking employment on a temporary work or study permit we recommend reviewing work permit restrictions as it applies to healthcare organizations in Canada. As per the Government of Canada, LHSC is considered a hospital/healthcare organization, even if an employee is functioning in a non-patient facing role. Individuals on a work or study permit seeking employment in this sector may be required to complete additional steps in the process, including but not limited to a medical exam, which may also apply to employees looking to renew their work permits. It is the employee’s accountability to ensure they are adhering to their specific work permit restrictions, and we encourage all candidates and LHSC employees to be proactive and review restrictions as soon as possible as it could be a lengthy process.

As part of the selection process applicants may be required to complete an examination or test. Please be advised that a reference check may be conducted as part of the selection process.

Your interest in this opportunity is appreciated. Only those applicants selected for an interview will be contacted. Successful candidates, as a condition of job offer, would be required to provide a satisfactory police information check (original document) completed in the last 6 months.