

DIRECTOR, Indigenous Health

Regular Full-Time – Posting #29297

Hours of Work: Monday to Friday, days and on-call

POSITION SUMMARY:

The Director of Indigenous Health roots their leadership in their Indigenous identity first and foremost — their leadership should reflect an Indigenous worldview and Indigenous values, even though this may at times be at odds with colonial thinking and systems. They courageously speak truths, show confidence in their knowledge (despite the discomfort and destabilizing effects of these truths), and know that their perspective(s) is/are welcome, necessary, and will not be silenced.

Using existing reports (e.g. Truth and Reconciliation Calls to Action, the Coalition of Hamilton Indigenous Leader's 2030 Indigenous Community Vision for Hamilton, the 2023 Hamilton Indigenous Health Strategy) as starting points, with additional community consultation as needed, the Director of Indigenous Health is responsible for providing direction and recommendations and/or leading the planning, coordination, and implementation of practices and processes related to systemic reform regarding policy and services for First Nations, Inuit and Metis (FNIM) peoples accessing services at SJHH and those working at SJHH. The overall goal is to implement organizational change that will foster SJHH's movement toward Truth and Reconciliation to support the provision of culturally safe patient care environments and conditions for learning, working, and volunteering at SJHH. The recommendations made by, and work led by, the Director of Indigenous Health will be informed by consultations with local Indigenous communities and leaders, Indigenous world views, best practice, related reports (e.g. Truth and Reconciliation Calls to Action, the Coalition of Hamilton Indigenous Leader's 2030 Indigenous Community Vision for Hamilton, the 2023 Hamilton Indigenous Health Strategy), and personal/lived knowledge and expertise. With their already established relationships with local Indigenous communities, the Director of Indigenous Health will be the point person for developing and fostering the relationship between SJHH and our Indigenous community partners to serve as a foundation for future initiatives including establishing an Indigenous data governance process.

QUALIFICATIONS:

- An Undergraduate Degree in a relevant field. For example, a health discipline (such as psychology, social work, nursing), Indigenous Studies, Social Justice, Health Administration, Public Policy, Social Sciences, etc., or equivalent work experience required. Masters Degree is preferred.
- Regulated health professional certification is preferred
- Minimum 5 years work related experience is required

The ideal candidate will possess a combination of the following:

- Endorsed by local Indigenous leaders and communities
- Lived experience with Indigenous worldviews, cultures, and values
- Knowledge and understanding of the Urban Indigenous Community as well as Six Nations of the Grand River Territory, and Mississaugas of the Credit Communities
- Experience working directly with Indigenous communities and local knowledge of historical and contemporary issues and aspirations
- A commitment to supporting reconciliation efforts and advancing the rights and interests of Indigenous Peoples
- Proven experience in healthcare, academic, and/or non-profit sectors
- Ability to prioritize and draw on Indigenous identity, knowledges and perspectives, while working in a mainstream healthcare system (i.e., navigating two worldviews)
- Excellent communication, consultation, and facilitation skills
- Strong project management abilities and experience developing strategic plans
- Demonstrated ability to work collaboratively with diverse partners
- Proven leadership experience with the ability to: generate ideas that create value and improve processes; practice and apply systems thinking; create a unifying vision; manage and deal with uncertainty; and implement new roles
- Demonstrated experience building partnerships and relationships with Indigenous organizations or communities
- Strong understanding of Indigenous health priorities and regional networks
- Familiarity with data management, privacy, security principles, and applicable data protection laws
- In-depth knowledge of Indigenous data sovereignty; OCAP principles; cultural protocols around data collection, interpretation and dissemination; and ethical data management
- Demonstrated ability to effectively communicate, verbally and in writing, complex information to all levels of internal staff and external organizations to address sensitive situations, resolve conflicts, motivate, negotiate and persuade
- Awareness of federal and provincial government policies and their impact on Indigenous health
- Knowledge and understanding of Ontario's health system
- Ability to engage in collaborative processes
- Strong analytical and strategic thinking skills
- Project management and prioritization skills, and the ability to lead initiatives from conceptualization to implementation
- Exceptional interpersonal skills with ability to build trust in order to influence outcomes
- Demonstrated problem solving skills

Preference for this role will be given to qualified Indigenous candidates in accordance with Section 16(1) of the Canadian Human Rights Act. Candidates are encouraged to self-identify their First Nations, Inuit, and/or Métis ancestry

St. Joseph's fosters an environment where we celebrate diversity, where teams reflect the diversity of the community in which we serve, enhancing the connection to patients, clients, community, and each other.

To apply for this career opportunity please apply online to Req #29297 via the St. Joseph's Healthcare Hamilton Careers website at www.joinstjoes.ca or email jnikpal@stjoes.ca.

All positions will comply and work in conjunction with the Mission, Vision and Core Values of St. Joseph's Healthcare Hamilton. We foster a culture of patient and staff safety.

