



Southwest Ontario  
Aboriginal Health  
Access Centre

## **Director, Integration and Accountability**

Make a tangible difference in the lives of Ontario's Indigenous community in this critical role by blending wholistic health care and an understanding of Indigenous culture into creating, leading, and evaluating SOAHAC's health care programs across Southwestern Ontario.

Through your career - so far - you have gained a well-rounded and first-hand knowledge of Indigenous culture, particularly in health care and the issues facing its improvement. Your experience in both Traditional and Western health care will provide a solid foundation as you interact with the Indigenous communities in Southwestern Ontario and the funding and administrative bodies.

Reporting to the CEO, you will be a significant force in improving health and community care for Indigenous people across Southwestern Ontario. This role demands rigorous attention to detail yet a strong strategic ability. Data management in the evaluation of programs is essential - you can understand how to collect and analyze data then extract and share the story it is telling to gain insight into improving and supporting health care programs.

Your communication skills, tact, and diplomacy will be critical as you interact daily with front line health care staff, SOAHAC leadership, health and community partners, and government representatives.

The difference you can make is real. Your commitment to serving the Indigenous population within Southwestern Ontario will be evident in your experience, character and future goals.

### **Leadership and Management Responsibilities**

With a recent restructuring, the Director of Integration and Accountability will be an important part of the leadership team and responsible for significant input in leadership, strategic, and management decisions. You will be responsible and accountable for the full continuum of health and community programs and services for the entire SOAHAC catchment area. This includes:

- Leading ongoing evaluation and needs assessments for each of the sites to advise on new programs, services and projects as well as on improvements to existing programs and services.
- Establishing, leading, and implementing a regional-specific health strategy and delivery plan in support of the broader SOAHAC strategic plan.
- Providing professional advice and expertise to the regional teams to ensure a culture focused on those who are served, as well as on safety and continuous quality improvement.
- Holding primary accountability for the development of new programs as well as integration with primary care facilities and educational institutions.

- Seeking opportunities to strategically increase resources for the region by identifying new sources of funding, submitting grant requests and proposals, undertaking relevant analysis to support a case for additional resources, etc.
- Reporting to funders including Health Canada, the LHINs, health associations, etc.
- Building and maintaining effective and respectful relationships within the region and province, including with Indigenous leadership and communities, the LHINs, the provincial and federal government, and other health system partners locally, provincially and nationally.
- Serving on relevant internal and external committees as requested.
- Keeping abreast of relevant legislation, trends, and Indigenous health issues to inform strategic direction.

## **Key Competencies for the Position**

### Leadership

Influences, motivates, and inspires others through direct and indirect means to accomplish objectives. Able to champion change, articulate vision, and considers pertinent trends and issues to inform direction. Develops weaknesses, encourages strengths, and builds effective teams. Demonstrates self-awareness.

### Decision Making

Uses sound judgment to make good decisions based on information gathered and analyzed. Considers all pertinent facts and alternatives before deciding on the most appropriate action. Commits to decision.

### Problem Solving

Analyzes problems by gathering and organizing all relevant information. Identifies cause and effect relationships. Develops appropriate solutions with minimal supervision.

### Teamwork/Collaboration

Strong interpersonal skills. Interacts with and influences people effectively. Able and willing to share and receive information. Collaborates within and across groups. Supports group decisions. Puts group goals ahead of own goals.

### Adaptability

Adapts to changing work environments, priorities, and organizational needs. Able to effectively deal with change and diverse people.

### Planning/Organizing

Proactively plans and organizes tasks and work responsibilities to achieve objectives. Sets priorities and schedules activities and manages time effectively. Allocates and uses resources properly.

## **Attributes of the Ideal Candidate**

1. Autonomous and independent
2. Team-centred leadership
3. Effective communicator across internal and external teams – health care admin, leadership, data team, clinicians, and front line
4. Program development, leadership, and evaluation skills

## 5. Data understanding and analysis; comprehensive report writing

### **Qualifications**

- A University degree in a Health-related field or discipline or another relevant field is required. Masters level degree is preferred.
- Significant, recent, and relevant experience at a senior level in Health Care related organization and in an Indigenous health setting preferred (usually acquired over a period of 7 years or more).
- Experience in the provision of Indigenous health services and programs, clinical health experience and health research considered an asset.
- Experience developing and implementing strategic plans in a multi-stakeholder environment.
- Proven leadership and development of high-performance teams.
- Embraces Traditional and Western health and cultural practices.
- A heart for Southwestern Ontario's indigenous population; particularly quality of health care.
- Familiarity with physical, mental, spiritual, and social health issues and practices.

### **Southwest Ontario Aboriginal Health Access Centre**

Southwest Ontario Aboriginal Health Access Centre (SOAHAC) is one of ten Aboriginal Health Access Centres (AHACs) in Ontario. AHACs are innovative, Indigenous-informed health care agencies providing a combination of health and social services to Indigenous people.

SOAHAC is a diverse, dynamic, multiservice Indigenous health and wellness agency. They strive to provide quality, wholistic health services by sharing and promoting Traditional and western health practices to enable people to live in a more balanced state of well-being. SOAHAC provides services to Indigenous people including those who live on and off reserve, status, non-status, Inuit, and Metis people living within Southwestern Ontario.

SOAHAC currently operates four main sites in Chippewas of the Thames First Nation, London, Owen Sound, and Windsor. A fifth site will be opening soon in Waterloo Wellington. Each site houses an Integrated Care Team of allied health professionals that works together to address the health and wellness needs of their clientele.

The teams include doctors and nurse practitioners, nurses, dietitians, physiotherapists, social workers, mental health and addictions counsellors, medical administrators, child and youth workers, Traditional Indigenous healers, and Elders, and more.

For more information, please visit [www.soahac.on.ca](http://www.soahac.on.ca).

#### Purpose

SOAHAC's purpose is to improve access to, and the quality of, health services for First Nations, Inuit and Métis peoples in the spirit of partnership, mutual respect and sharing.

#### Vision

A healthy balanced life through mental, physical, spiritual and emotional well-being.

### Mission

To empower Indigenous families and individuals to live a balanced state of well-being by sharing and promoting wholistic health practices.

### Values

SOAHAC's culture will be most healthy if these values are intentionally lived out and reinforced on a regular basis:

- Respect for all
- Compassion
- Quality in health promotion and care
- Honouring all Traditional values

### Belief Statements

- We affirm that SOAHACs primary responsibility is for the Indigenous people in the health centre's catchment area.
- Healing is empowerment that facilitates the re-emergence of: the Creative Mind, and Spirit and an Agile body.
- SOAHAC provides a healing environment of acceptance and cooperation that natures each person with dignity, security, love and renewal.
- SOAHAC sets the example of healing and wellness that starts within its own walls, including Board, Staff and Volunteers.
- The establishment of programs and projects that affirm the principles and goals of this organization.
- SOAHAC is a culture-based, competent organization dedicated to the wellness of the Indigenous community.

### **Compensation, Benefits and Other Job Specifics**

- SOAHAC offers a competitive compensation package including comprehensive benefits and pension plan (HOOPP) with opportunities for growth and development
- 3 Direct Reports
- flexible hours of work including evenings and weekends when required
- regular travel throughout southwestern Ontario and to SOAHAC sites is required
- A Valid driver's license and reliable vehicle are required

If you believe that you have the skills, experience, and desire to serve Southwestern Ontario's Indigenous community in this capacity we want to hear from you! **Please send your cover letter and resume in a single document to [recruiting@ahria.ca](mailto:recruiting@ahria.ca).** We look forward to hearing from you.

*SOAHAC is committed to equal employment and advancement opportunities for all employees and potential employees, and a discrimination and harassment free workplace. SOAHAC is committed to providing accommodations for people with disabilities. If you require accommodation during the application process or through the selection process, please advise in your cover letter.*