



First Nations Health Authority
Health through wellness

The First Nations Health Authority is a diverse and rapidly evolving First Nations health organization of professional, innovative and dedicated team members and leaders.

We uphold Community-Driven, Nation-Based approaches to transforming the health system and enhancing wellness for BC First Nations peoples and communities.

Employment Opportunity

The First Nations Health Authority is committed to respecting diversity within our workforce. We specifically seek to increase the number of First Nations and Aboriginal employees in our organization.

Project Manager – Maternal Child and Family Health Full time, 2 year Term, Vancouver Island

The Opportunity to Make a Difference

The Project Manager will manage and oversee the planning, implementation and evaluation of Kwak'waka'wakw Maternal Child and Family Health Project in North Vancouver Island focused on enhancing maternal and child health outcomes through targeted service improvements.

This position has overall responsibility for project planning, implementation, monitoring, evaluation and quality control. This position requires relationship building and partnership with BC First Nations communities in the North Island, Island Health staff and leadership as well as other partners.

Qualifications & Competencies:

- A Bachelor or Master degree in project or business management (or a related degree)
- 8+ years related experience, including that in a previous leadership role, or an equivalent combination of education and experience
- Knowledge of maternal child health and early childhood development is desirable
- Completion of the Indigenous Cultural Competency course or equivalent education is desirable; willingness to participate in cultural learning opportunities as applicable/appropriate.
- Demonstrated experience working with First Nations and Aboriginal community members and organizations
- Recent experience within the last 5-9 years in all aspects of project or business management, preferably in a health care system or health organization

Accountabilities

- Work collaboratively and respectfully with First Nations and Aboriginal partners to ensure that this project is community-driven and reflective of local needs and priorities
- Manage the project from initiation to close including engagement, planning, staffing, budgeting, schedule, risk and decision management, monitoring, control, and evaluation
- Create, execute and manage a comprehensive change management plan

COME JOIN OUR JOURNEY

We are driven by common values of respect, discipline, relationships, culture, excellence and fairness.

We cultivate and value working collaboratively to achieve our shared vision of Healthy, Self-Determining and Vibrant BC First Nations Children, Families and Communities.

If you are looking for more than a job, come join the FNHA family.

APPLICATION DEADLINE September 4th, 2015 at 4 pm

Email or fax your Cover Letter & Resume as two separate documents named in the following format:

Last Name, 1st Name – Cover Ltr

Last Name, 1st Name – Resume

Email: careers@fnha.ca or,

Confidential Fax: (604) 913-6135

In the subject line of your email or fax, please include the following:

1) Project Manager – Maternal Child and Family Health

2) “Self -Identified”, if you are voluntarily identifying yourself as First Nations or Aboriginal.

3) In your Cover Letter please indicate where and how you became aware of this job opportunity.

**For more position details and information about us, please visit:
www.fnha.ca/about/work-with-us**

Please be informed that due to quantity of applicants, we are not in a position to provide application updates. Only applicants shortlisted will be contacted and all applicants must be eligible to work in Canada.



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Job title	Project Manager - Maternal Child and Family Health	Date	July 31, 2015
Position Reports to	Regional Director - Vancouver Island	Grade	8
Position Number		Position Number of Supervisor	372
Org/Dept	PPCS	Location	Vancouver Island Regional Team

ORGANIZATION SUMMARY

The First Nations Health Authority (FNHA) and its employees are committed to a proactive holistic approach to health and wellness and are committed to the delivery of services which are sustainable and honour the customs and traditions of First Nations communities.

PARTNER ORGANIZATION

Island Health's vision is excellent care, everywhere and for everyone. C.A.R.E. values reflect Island Health's commitment to the communities we are in service, too. http://www.viha.ca/about_viha/vision.htm

In partnership between First Nations Health Authority and Island Health, a joint position has been created to meet the shared goals of this role in meeting the needs of perinatal women and their families residing in the Northern region of Vancouver Island.

POSITION SUMMARY

The Project Manager will manage and oversee the planning, implementation and evaluation of Kwak'waka'wakw Maternal Child and Family Health Project in North Vancouver Island focused on enhancing maternal and child health outcomes through targeted service improvements. These include cross continuum maternity care services and early childhood development (ECD) and family focused services. The enhancement work will prioritize optimizing the perinatal care and healthy early childhood development service experiences of First Nations and Aboriginal women and families, thereby impacting overall maternal child health services for the community population.

This position has overall responsibility for project planning, implementation, monitoring, evaluation and quality control. Major functions of this position include staff recruitment and integration, financial management, schedule and deliverables management, and leadership and communication required to successfully coordinate and integrate this project and its staff with existing staff and services. This position requires relationship building and partnership with BC First Nations communities in the North Island, Island Health staff and leadership as well as other partners.

PROJECT SUMMARY

The Kwak'waka'wakw Maternal Child and Family Health Project involves the development of an inter-disciplinary maternal child and family health team to build on and integrate with already existing partner staff, programming and services in North Vancouver Island. Proposed staffing for this team includes nursing leads, social workers, doulas and traditional healers. This team is not meant to duplicate existing staff and programs that currently exist in North Vancouver Island. Instead, it is the intent that this team complements current care and helps to coordinate current services and increase the level of contact with women and families before and after birth, to provide more generalized health, wellness and parenting support.

ACCOUNTABILITIES

- Work collaboratively and respectfully with First Nations and Aboriginal partners to ensure that this project is community-driven and reflective of local needs and priorities
- Manage the project from initiation to close including engagement, planning, staffing, budgeting, schedule, risk and decision management, monitoring, control, and evaluation
- Create, execute and manage a comprehensive change management plan
- Utilize project management processes, tools and templates that align with FNHA's standards and practices in our Policy, Planning and Transformation and Innovation Information Management Services teams
- Communicate effectively and manage project expectations with cross-organization partners in a timely way, ensuring that presentations and communications materials are appropriate for all audiences
- Engage and align work with existing communities of practice across multiple organizations and partners
- Define project success criteria in an evaluation plan for this project with regular monitoring
- Provide regular reporting to both FNHA and Island Health in relation to the project work plan, evaluation and budget
- Ensure alignment and coordination with Island Health's public health programming and Island Health's region-wide child, youth and family team
- Recruit and effectively situate new staff for this project in alignment with existing programs and services
- Mentor and motivate project partners and new staff to take positive action and accountability for this project's work

QUALIFICATIONS

Education

- A Bachelor or Master degree in project or business management (or a related degree)
- 8+ years related experience, including that in a previous leadership role, or an equivalent combination of education and experience
- Knowledge of maternal child health and early childhood development is desirable
- Completion of the Indigenous Cultural Competency course or equivalent education is desirable; willingness to participate in cultural learning opportunities as applicable/appropriate.

Experience

- Demonstrated experience working with First Nations and Aboriginal community members and organizations
- Demonstrated experience working in multi-partner projects that require strong collaboration and communication
- Recent experience within the last 5-9 years in all aspects of project or business management, preferably in a health care system or health organization
- Demonstrated experience working in the field of maternity care or early childhood development is desirable

Competencies

- **Leadership** –Influences, motivates, and inspires others through direct and indirect means to accomplish organizational objectives including people and partnership development in a manner consistent with the 7 Directives, Shared Values, and Wellness Operating Principles.
- **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 decisions.
- **Problem solving** - Analyzes problems by gathering and organizing all relevant information. Identifies cause and effect relationships. Comes up with appropriate solutions with minimal supervision.
- **Teamwork/collaboration** – Strong interpersonal skills. Interacts with people effectively. Able and willing to share and receive information. Collaborates within the group and across groups. Supports group decisions. Puts group goals ahead of own goals.
- **Planning/Organizing** – Proactively plans and organizes tasks and work responsibilities to achieve objectives. Sets priorities and schedules activities. Allocates and uses resources properly.
- **Initiative** - Takes action to influence events. Generates ideas for improvement, takes advantage of opportunities, suggests innovations, and is self-motivated and able to work independently.
- **Reliability** - Takes personal responsibility for job performance. Completes work in a timely and consistent manner. Sticks to commitments and reports back on status of assigned tasks.
- **Communication** - Strong written and oral communication skills. Expresses ideas succinctly and effectively. Organizes and delivers information appropriately. Listens actively.

WORKING ENVIRONMENT

- To ensure fit and appreciation of the unique needs of North Island residents, it is important that the Project Manager be located in the Kwak'waka'wakw region, in either Port Hardy, Port McNeill, Alert Bay, Campbell River or the surrounding First Nations. The candidate must currently reside in or be willing to move to one of these locations for this work. The geographical reach of this position includes Campbell River, Mount Waddington and Strathcona. Intentional coordination of care continuum planning with the Comox Valley is an expectation.
- This work is defined within a 2 year term.
- This work may require occasional travel on Vancouver Island and occasionally beyond.
- This work can require attendance at meetings or public events after normal work hours.
- The Project work will occur within a Matrix model of accountabilities to three stakeholders who hold oversight responsibility for perinatal health services in the aforementioned community catchment. These include: First Nations Health Authority, Island Health Portfolio M programs (Public Health and Child, Youth and Family) and Island Health Geography 1.