



NON-CONTRACT ROLE DESCRIPTION

ROLE TITLE:	Leader, Indigenous Primary Care Network	ROLE DESCRIPTION NO.:	01712
DEPARTMENT:	Primary Care Network	HEABC REFERENCE NO.:	18721342
REPORTING TO:	Manager, Primary Care Network	HSCIS CODE:	03099
CLASSIFICATION:	NCEM/Range 8	JOB CODE:	03099JE

ROLE SUMMARY

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health) patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

The Primary Care Network (PCN) is a network of local primary care service providers (a partnership between Island Health, the Division of Family Practice, First Nations Health Authority and First Nation, Métis, other Indigenous Communities as well as other community providers) working together to provide all the primary care services the population requires.

The vision for the integrated system of care is to create a quality, integrated and coordinated delivery system for primary and community care that is person-centred, effective in meeting population and patient needs, that delivers a quality service experience for patients and their families - a system that is easy to understand for those who use it and those who work in it. PCNs are foundational to achieving this vision. The provision of culturally safe care, grounded in a more holistic understanding of health and wellness, can work to increase attachment rates, and, more importantly, improve health outcomes.

The Leader, Indigenous Primary Care Network is responsible for providing an Indigenous lens on all aspects of the planning, organizing and directing the staff and activities with the PCN. This role includes engaging with partner organizations to achieve the shared goal of improving health outcomes for Indigenous people and provides leadership in the delivery of Indigenous health services with a focus on coordination and integration along the continuum of care. The Leader leads or assists with projects and proposes new initiatives; liaises with other programs, and assists with engagement, communications and quality improvement activities. The Leader works in collaboration with family physicians and nurse practitioners, pharmacists, social determinants of health workers, nurses and other care providers to provide a seamless, holistic and culturally safe approach to health and wellness.

DUTIES AND RESPONSIBILITIES:

1. Provides indigenous wisdom into the development and growth of the PCN. Champions, demonstrates and leads with cultural safety and humility that informs the growth and development of the PCN at all levels. Recognizes the issues around attachment and improved health outcomes for Indigenous people and works with all team members to ensure that the PCN is welcoming and culturally safe.
2. Fosters partnerships and facilitates systems change in a complex cross-cultural environment by initiating change within the PCN working with partner organizations. Meets regularly with the Health Directors from First Nations Health organizations, the First Nations Health Authority (FNHA) and health leaders from the Métis Communities, and Friendship Centres.
3. Completes projects and initiatives associated with the PCN delivery of services to Indigenous clients, including quality improvement projects or areas where gaps are identified and work is required to address unmet needs.

4. Develops strong relationships with the Indigenous communities and individuals playing a positive role within the PCN so that issues can be identified on an ongoing basis and solutions can be co-created together. Provides support and guidance when needed for mediation between parties associated with the PCN and Indigenous individuals or groups.
5. Provides direction and support to external Indigenous communities, PCN team, and Community Health Service staff as required and deemed necessary to advance culturally sensitive care for this population. Facilitates and/or coordinates cultural safety and humility training for all PCN team members.
6. Coordinates the Indigenous primary care community of practice while identifying issues and enhancing continuity of care within the communities.
7. Identifies clinical and organizational opportunities for analysis, investigation and improvement; develops and evaluates short and long-range service objectives, policies and procedures for the PCN projects consistent with the PCN Steering Committee's strategic direction and in collaboration with Indigenous peoples.
8. Participates on behalf of the PCN in various Island Health projects and committees. Consults with outside parties in areas of expertise.
9. Supports Indigenous communities in building effective relationships and health services from a community development perspective.
10. Performs other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

A level of education, training and experience equivalent to a Bachelor's degree in a related discipline. Seven (7) years recent, related experience working in the field of Indigenous health, including extensive understanding and knowledge of Indigenous health issues, protocols and health needs. This includes the physical, mental, emotional and spiritual needs of the client and community.

Given the intended scope of this position, preference may be given to applicants with the following:

- A health background.
- Familiarity with local First Nations, Métis and health service organizations (i.e. Friendship Centres).
- Self-identify as having an Indigenous heritage.

Skills And Abilities

- Basic computer literacy with word programs, email applications, spreadsheets and/or database programs.
- Demonstrated leadership ability and accountabilities.
- Excellent oral, written and presentation communication skills, able to foster consensus decision making and to manage conflict with tact and diplomacy.
- Ability to work effectively with senior leaders and establish partnerships in a wide variety of health care and community settings.
- Demonstrated commitment to client focused services and teamwork.
- Demonstrated ability to work with the Indigenous communities to build effective relationships and health services from a community development perspective.
- Demonstrated knowledge of project management principles and techniques in a multi-site health care environment.
- Ability to integrate administrative, professional and operational aspects of local needs with the program perspective and resources of the PCN.

Ability to develop and nurture an environment where quality, culturally appropriate health care is made available to all

- Indigenous People.

Prepared By:	S. Kurucz (C. Powell - New JD)
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