
Non Union

Job Title:	Director - Family Health		
Job Opening Id:	35725	# Required:	1
Business Unit:	Public Health and Emergency Services	Division:	Family Health
Location:	Headquarters Campbell East	Standard Hours:	35.00 / week
Full/Part Time:	Full-Time	Regular/Temporary:	Regular
Salary Grade:	11	Salary Range:	\$138,890.00 - \$163,400.00
Post Date:	2023-05-18	Close Date:	2023-06-16

Serving a diverse urban and rural population of more than 430,000, Niagara Region is focused on building a strong and prosperous Niagara. Working collaboratively with 12 local area municipalities and numerous community partners, the Region delivers a range of high quality programs and services to support and advance the well-being of individuals, families and communities within its boundaries. Nestled between the great lakes of Erie and Ontario, the Niagara peninsula features some of Canada's most fertile agricultural land, the majesty of Niagara Falls and communities that are rich in both history and recreational and cultural opportunities. Niagara boasts dynamic modern cities, Canada's most developed wine industry, a temperate climate, extraordinary theatre, and some of Ontario's most breathtaking countryside. An international destination with easy access to its binational U.S. neighbour New York State, Niagara attracts over 14 million visitors annually, as well as a steady stream of new residents and businesses.

Please note that the Niagara Region requires that all newly hired employees are to be fully vaccinated against COVID-19 as a condition of being hired and provide proof of full vaccination, or provide proof of a bona fide medical or Human Rights Code exemption on a form issued from and approved by Niagara Region.

Job Summary

Reporting to the Public Health Chief of Staff, the Director Family Health is responsible for the nature, extent and quality of Public Health and Provincial programs delivered through the portfolio of programs within the Family Health Division, including Reproductive Health, Healthy Babies Healthy Children, Child Health, Infant and Child Development Services, School Health Elementary, School Health Secondary, and Dental.

Education

Post-secondary degree in Nursing, Health, or related discipline.

Master's Degree in health or related field.

Knowledge

10 years of experience in a public/community health environment, with a minimum of 5 of those years in a senior management position within a community health organization.

Current certificate of competence for a registered nurse with the College of Nurses of Ontario is considered an asset.

Knowledge of Public Health practices, including Ontario Public Health Standards, Accreditation, epidemiology, Child health/ psychiatry.

Responsibilities

Directs the operation of the programs and services of the Family Health staff and management, defining objectives, standards, policies/procedures, annual business plans, and research in order to propose, plan, implement and evaluate new and existing services related to a broad spectrum of health issues.

Manages revenues generated and provincial funding leveraged for enhanced or new programs, and funds transferred to external agencies for service delivery.

Manages the physical and information resources required by the Division.

Optimizes the efficiency and effectiveness of all resources

Participates in strategic planning, community development, systems and policy planning, in keeping with the mandate of Public Health services and other services sponsored by the department and Region of Niagara.

Reports to Regional Council, PHSS Committee, Senior Management (CMT/SMT), various community agencies, Ministries, professional organizations and the community at large, conducting research, preparing and presenting information pertinent to the programs and services delivered by Public Health, Family Health, or related/current health issues and trends.

Develops and manages relationships with internal and external stakeholders, ensuring programs and services continue to support community interests, and plans and initiatives are implemented and managed.

Develops and maintains partnerships with other agencies, institutions, corporations, professionals, community groups and key community stakeholders through consultation and collaboration with identified sectors and consumers, capitalizing on new and alternate funding opportunities, and marketing existing programs and services through media and alternate communication strategies.

Participates on Corporate, Departmental, and Program committees, meetings and bargaining unit negotiations, contributing contribute to the planning and decision making process.

Participates on provincial committees and agencies to provide the 'local voice' and ensure Niagara is in step with developments in the field.

Establishes operating and administrative policies and practices for the Family Health division, ensuring alignment with Ministry of Health requirements, MCYS requirements and Ministry of Education guidelines, regulatory and professional standards and with the policies established by Regional Council and with the administrative directions set by the MOH/Commissioner.

Initiates and manages change by facilitating assessment of existing service delivery, promoting and directing new strategies for delivery, developing and implementing business plans, and capitalizing on the skills of managers and staff within the division while meeting the requirements of the various Provincial and Regional standards for service delivery and financial management.

Proposes, develops, implements and evaluates new and existing services.

Initiates and supports research and evaluation activities internal to Public Health and with relevant academic institutions, supporting the co-op experiences of students seeking placements and evidence-based practice and contributing to the development of future professionals and potential employees.

Accountable for medium to long range people resource planning for the division, determining ideal organizational structures, identifying desirable role and skill mix requirements and ensuring ongoing work quality and deliverability of results.

Working through their leadership team, enables results with the organization's human capital strategy to foster employee engagement.

Oversees employee performance, career development, and succession planning activities, ensuring open and transparent metrics and processes are developed and implemented and opportunities are created to facilitate employee growth and development.

Ensures focus is service excellence, effective communication between leaders and employees, transparency, innovation, and data integrity and work flow integration.

Ensures staff is connected to corporate priorities and direction and has the information and resources to make successful plans and decisions.

Helps to break down barriers to employee success, ensuring collaboration and cooperation with other Divisions and Departments

Ensures all people related issues, including recruitment, grievances and labour relations issues, are aligned to HR and Corporate standards and practices.

Ensures Occupational Health & Safety policies, programs and practices are implemented, maintained and integrated into all aspects of planning and decision-making within the operating unit.

Ensures the competency and performance of the Internal Responsibility System within their department, as outlined in the Niagara Region's Health and Safety Policy is achieved and maintained.

Develops, manages and administers annual and multi-year Capital and Operating budgets for the division, ensuring support of Council's objectives, financial transparency and accountability, budget adherence, identifying and explaining variances and financial reporting is effectively managed in compliance with corporate financial policies. Authorize, and Administer the acquisition of goods and services for the operating unit and direct reports in accordance with the procurement policy and procedures.

Special Requirements

Annual influenza vaccination is recommended.

Must maintain ability to travel in a timely manner to other offices, work locations or sites as authorized by the Corporation for business reasons.

Regional staff strive to enable the strategic priorities of council and the organization through the completion of their work. Staff carry out their work by demonstrating the corporate values of service, honesty, choice, partnership and respect.

Uncover the wonder of the Niagara Region and join a team dedicated to meeting tomorrow's challenges TODAY!

Let us know why you would be an excellent team member by submitting your online application.

We thank all candidates for their interest however, only those candidates selected for an interview will be contacted.

If you require an accommodation for the application process in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, the alternate formats for contacting us are as follows:

Email: myhr@niagararegion.ca

Phone: 905-980-6000 or 1-800-263-7215

Bell Relay: 1-800-855-0511

In-person: Sir Isaac Brock Way, Thorold, ON, L2V 4T7 – Human Resources Department

Regional staff strive to enable the strategic priorities of council and the organization through the completion of their work. Staff carry out their work by demonstrating the corporate values. To view the full job description and requirements, visit our Careers page - **Job Opening #35725**.

Uncover the wonder of the Niagara Region and join a team dedicated to meeting tomorrow's challenges.....today!

Let us know why you would be an excellent team member by submitting your online application no later than **June 16, 2023**, before midnight by visiting our 'Careers' page at www.niagararegion.ca. We thank all candidates for their interest however, only those candidates selected for an interview will be contacted.