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|  | BCPS_IDEAS_600dpi JOB PROFILE **POSITION #138991** |

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| **Title:** SENIOR Director, Health Equity | **Classification:** Band 4 |
| **Ministry:** Ministry of Health | **Work Unit:** Population and Public Health (PPH) |
| **Supervisor Title:** Executive Director, Strategy, Planning & Evaluation | **Supervisor Position #: 28183** |

**DIVISION OVERVIEW**

*The Population and Public Health Division is responsible for improving population health and well-being and advancing health equity through health promotion and prevention, health protection, communicable disease prevention and control, and strategy, planning and evaluation.*

*The Population and Public Health Division has a delegated authority to provide stewardship of the public health system on all matters related to population and public health, in accordance with the Ministry’s legislated responsibility for several statutes and regulations with respect to population and public health.*

The Public Health Strategy, Planning and Evaluation branch leads population and public health strategic planning, governance of the population and public health sector, initiatives to advance health equity, as well as performance measurement, analysis and evaluation of progress against identified system and population health priorities.

**POSITION OVERVIEW**

The Senior Director, Health Equity, is responsible for leading the development and implementation of strategic policies, frameworks, and initiatives that advance health equity using a GBA+ lens, supporting progress on improving equity by taking action to advance Indigenous governance and self-determination, as well as taking action on the determinants of health.

This position will ensure that health equity is incorporated into health policy work across the public health sector, including strategies to identify health inequities that intersect with population and public health; determine evidence- and data-driven approaches to address health inequities; measure progress toward health equity; support legislation and implementation strategies; and ensure that the organization functions in a way that is visibly and effectively promoting health equity and anti-racism. This position will also partner with external organizations and provide consultation and technical assistance to public health partners to improve their health equity implementation strategies. In addition, the Senior Director sets strategic directions and actions to support British Columbia’s health system change agenda to improve the health of women and girls, trans and non-binary people.

**ACCOUNTABILITIES**

* Leads a team responsible for establishing, updating, and evaluating implementation of health equity and anti-racism framework, goals, objectives and indicators (i.e., Gender-based Analysis Plus) and other key priorities and service plan commitments for the Ministry.
* Leads and implements a complex women’s health initiatives across the Ministry of Health and across government.
* Supports the application of an equity perspective to population and public health projects and initiatives, and works to embed cultural safety, anti-racism, and equity for Indigenous people, women, newcomers, racialized people, people with disabilities, 2SLGBTQIA+ people, and other equity-deserving populations in all policies.
* Advances the commitment to Truth and Reconciliation in the population and public health system by developing and implementing relevant activities identified in policy frameworks and government priorities.
* Directs the development of tools and resources to advance anti-racism, including Indigenous-specific racism in population and public health in support of government priorities under anti racism legislation.
* Directs the development, evaluation and implementation of initiatives that advance health equity and determinants of health, including developing and evaluating frameworks, policies and standards.
* Directs Ministry initiatives that support cross-government and inter-government strategies to achieve BC’s health equity goals and objectives, including on public health legislation and related legislation (anti-racism, etc.)
* Works to advance health equity by developing and implementing methods to advance health equity through legislation, policies, plans, initiatives and tools.
* Leads stakeholder engagement initiatives to advance health equity and cross government committees and working groups related to health equity.
* Develops, negotiates, and manages funding and research agreements and contracts to support health equity policy development and related projects.
* As the subject matter expert in health equity, provides guidance and advice to the Executive Director and Assistant Deputy Minister and partners to implement health equity across population and public health.
* Leads key priority cross-division, ministry and government initiatives/projects including Minister mandate items to implement free prescription contraception, and addressing health service gaps for trans, non-binary and women as well as addressing gender-based violence and responsibility for Women’s health.
* Directs and collaborates on the development of briefing materials, Treasury Board and Cabinet submissions, policy documents and position papers for the Minister, Ministry Executive, Premier’s Office and Cabinet to provide accurate advice and information to assist in Executive decision-making.
* Supervises staff including assignment of work, development and evaluation of performance plans, approval of leave, response to grievances and initiation of discipline processes.
* Develops and maintains partnerships with internal and external stakeholders to achieve the operational mandate (e.g., Office of the Provincial Health Officer, other BC Ministries including the Ministry of Indigenous Relations and Reconciliation, Gender Equity Office, Anti-Racism Initiatives Office, regional health authorities, PHSA, FNHA and academia). Establishes multi-sectoral partnerships to evaluate policies.
* Provides direction to the Health Equity team in the collection and analysis of relevant information.
* Synthesizes and summarizes overarching relevant evidence, needs/gaps trends, and data to support health equity priorities to improve health outcomes and makes recommendations on a course of action.
* Supports the Division and system to align with the regulations in the Anti-racism Data Act.
* Directs work to monitor and report on health equity indicators relevant to the division and the renewed Guiding Framework for Public Health.

**JOB REQUIREMENTS**

**Education/Experience:**

* Master’s degree or PhD in public health or a related discipline **AND** five (5) years’ experience in leading senior-level strategic policy and program development **OR**
* Bachelor's Degree in public health or a related field **AND** seven (7) years experience in leading senior-level strategic policy and program development **OR**
* An equivalent combination of education and experience may be considered.
* Two (2) years’ experience working in the health care or population and public health sector.
* Five (5) years’ experience managing complex projects and contracts.
* Five (5) years’ experience in performance management and program evaluation tools.
* Five (5) years’ experience leading teams in a formal supervisory role, including hiring and performance management.
* Experience in strategic planning.
* Experience developing partner engagement strategies and working effectively with internal and external partners.
* Experience leading the development of Treasury Board and/or Cabinet submissions.

**Preferences:**Preference may be given to candidates who self-identify as Indigenous, Black, or a person of colour, people who identify as LGBTQ2S+, and/or people with disabilities who may have lived experiences of systemic discrimination and thus would have important perspectives to bring to this work.

Preference may be given to applicants with a Master’s or PhD in Public Health or a related field.

Preference may be given to applicants with 3 or more years of experience in any of the following:

* Strategic planning.
* Developing partner engagement strategies and working effectively with internal and external partners.
* Leading the development of Treasury Board and/or Cabinet submissions.

**Security Screening**

* Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry **(Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position)**.

**Knowledge:**

* Expert knowledge on provincial, national and international health equity frameworks and approaches.
* Expert level subject matter knowledge with respect to health equity.
* Understanding of health equity and social determinants that impact health.
* Knowledge of government and ministry policy and organization, acts and legislation, and a comprehensive understanding of the health service delivery in B.C.
* Knowledge of policy and program evaluation, project management, strategic planning and resource allocation, as well as policy development.

**Technical Skills:**

* Demonstrated ability to objectively review, evaluate and interpret sensitive information, reports and government direction/legislation.
* Demonstrated ability to manage contracts, including assessing proposals, awarding contracts, supervising contractors, monitoring implementation and evaluating performance.

Demonstrated project leadership skills including articulating goals, gaining commitment, securing resources and accomplishing objectives.

**Interpersonal and Communication Skills:**

* Excellent communication and interpersonal skills to deal effectively with officials at the most senior levels, including the Minister, Deputy Minister, Assistant Deputy Minister, chairs and CEOs of health authorities, hospitals, community agencies and other partners.
* Demonstrated ability to consult and listen to clients and partners on sensitive and potentially adversarial issues with tact and discretion.
* Demonstrated ability to lead and direct project teams and manage individual and work team performance.
* Superior written and verbal communications skills.
* Excellent interpersonal, judgment and consulting skills.

**Organizational Skills:**

* Demonstrated ability to lead with initiative and ingenuity in a high volume, demanding work environment with limited resources.
* Demonstrated ability to direct and manage concurrent activities and projects, keeping team members, supervisor and colleagues informed.
* Demonstrated ability to support staff and colleagues to thrive in a collaborative, productive work environment.
* Demonstrated training in cultural safety and humility and diversity, equity and inclusion.
* Capacity to think strategically, critically, and respond analytically.

**BEHAVIOURAL COMPETENCIES**

**Strategic Orientation** is the ability to link the long-range vision of Indigenous self-determination to daily work, ranging from a simple understanding to a sophisticated awareness of the full impact of thinking and actions. It is the ability to think and operate broadly, with the goal of sustainability, to further the goals of Indigenous peoples in a way that meets the collective public interest. This also means taking responsibility to collaboratively design and implement steps to redress past harms and set frameworks in place to prevent their recurrence.

**Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.

**Building Partnerships with Stakeholders** is the ability to build long-term or on-going relationships with stakeholders (e.g. someone who shares an interest in what you are doing). This type of relationship is often quite deliberate and is typically focused on the way the relationship is conducted. Implicit in this competency is demonstrating a respect for and stating positive expectations of the stakeholder.

**Problem Solving/Judgement** is the ability to analyze problems systematically, organize information, identify key factors, identify underlying causes and generate solutions

**Teamwork and Co-operation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.

**INDIGENOUS RELATIONS BEHAVIOURAL COMPETENCIES**

**Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective. **Change leadership** is championing the achievement of intended, real change that meets the enduring vision of Indigenous self-determination in British Columbia. It involves collaboratively developing and implementing ideas to achieve positive change from anywhere in the BC Public Service. The change leader learns from other leaders and elders, models the vision and encourages members of the public service to commit to and champion the vision. The change leader inspires others into new ways of thinking and doing business. The change leader routinely energizes the change process and removes barriers to change. **Building a trust-based relationship** requires a fundamental understanding that "relationship" is the foundation from which all activities happen and that building a good relationship takes time and commitment. It is a willingness to build a personal relationship in addition to a professional one, participating in open exchanges of experiences and culture. It requires a genuine, non-controlling approach and relies upon demonstrated integrity and transparency. Building a trust-based relationship requires a high level of consciousness of the experience of Indigenous people with Crown relations. It assumes that strengths abound in Indigenous people, cultures and communities.

**Self-Discovery And Awareness** means understanding one's thoughts, feelings, values, and background and how they impact the success of the interaction and relationship, or how they may influence one's work. It is recognizing one's own biases by tracing them to their origins, through reflection and by noticing one's own behaviour—and then intentionally seeking a way forward that positively impacts the interaction and relationship. It means maintaining new ways of thinking and acting when situations become difficult or uncertain, or in times of urgency. **Change Leadership** is championing the achievement of intended, real change that meets the enduring vision of Indigenous self-determination in British Columbia. It involves collaboratively developing and implementing ideas to achieve positive change from anywhere in the BC Public Service. The change leader learns from other leaders and elders, models the vision, and encourages members of the public service to commit to and champion the vision. The change leader inspires others into new ways of thinking and doing business. The change leader routinely energizes the change process and removes barriers to change.