

## **An Exciting Executive Leadership Opportunity: Vice President (VP), Priority Populations & Initiatives**

Island Health is currently searching for a **Vice President (VP), Priority Populations & Initiatives** to work closely with all members of the Island Health Executive Leadership Team and report directly to the President & Chief Executive Officer (CEO).

As the VP, you provide strategic leadership and oversight to ensure transformative changes are undertaken in the health sector delivery for key priority populations and in key service streams.

In partnership with the Vice President, Clinical Service Delivery and the Vice President, Medicine, Quality and Academic Affairs, you will guide and direct the strategy, planning and implementation including impacts to stakeholders, leading change and communication strategies, championing and leading significant practice change.

You possess a strong understanding of the needs of the population within each of Island Health's four geographic areas as well as meeting the wider provincial population needs in the implementation and expansion of community-based health services. You are also responsible for developing a strategy for priority populations & priority initiatives across Vancouver Island in partnership with communities and other provincial health system partners.

### **Key Responsibilities:**

- Contributes as a member of the Island Health Executive Leadership Team to the development, implementation and evaluation of organizational, strategic and operational priorities and plans; provides visible leadership to, and models Island Health values; champions a patient and family-centered culture of excellence, learning, collaboration and accountability.
- Works with key stakeholders to develop and implement strategic plans for priority populations and priority initiatives.
- Leads transformational change to establish and maintain services that support the strategic direction for priority populations and initiatives, incorporating new and existing health needs assessments, service integration and community consultation with the focus on priority populations and priority initiatives.
- Works closely with the Vice President, Clinical Service Delivery and the Vice President, Medicine, Quality and Academic Affairs to develop and align strategies and action plans within the overall framework of Island Health's strategic direction and provides leadership to formulate, implement and evaluate the long and short term goals, service delivery formulas and the policies and procedures as necessary to operationalize the strategic plans.
- Works with the Vice President, Clinical Service Delivery and the Vice President, Medicine, Quality and Academic Affairs to foster the development, implementation and evaluation of the integrated health services system through participatory, interactive and collaborative processes that cross sectors and communities; provides programs and services that respect the principles of universality, comprehensiveness and accessibility by working with key stakeholders.

- Provides leadership and is accountable for the effective day to day operations of select clinical services provided by Island Health, and for the delivery of high quality services within the approved budget and in accordance with the relevant goals and targets set out in the performance agreements between Island Health, the Ministry of Health and the Ministry of Mental Health & Addictions.
- Provides ongoing assessment of health status and health programs designed to meet the needs of communities. In partnership with the Vice President, Clinical Service Delivery and the Vice President, Medicine, Quality and Academic Affairs plans, implements and evaluates continuous quality improvement initiatives and facilitates the integration and coordination of programs and services related to priority population and priority initiatives.
- Facilitates an integrated, coordinated approach to Portfolio planning to promote improved patient and client access and system sustainability throughout Island Health.
- Establishes and oversees annual operating plans and related budgets for the portfolio, developing an appropriate organization structure and allocating the financial, technological, physical, and human resources required to achieve current and long-range strategies and meet operating objectives within the organization's fiscal framework.
- Promotes service delivery supporting the integration of services with an emphasis on shifting care from acute facilities to various community programs and services and improving patient access and experience across the care continuum.
- Develops and maintains an effective health services organizational structure which supports the accomplishment of goals and objectives of Island Health's strategic and operational plans; ensures the development and maintenance of organizational climates conducive to attracting, developing and retaining excellent employees.
- Fosters the development, implementation and evaluation of an integrated health services system through participatory, interactive and collaborative processes that cross sectors and communities; provides programs and services that respect the principles of universality, comprehensiveness and accessibility by working with key stakeholders.
- Acts as spokesperson for Island Health with the media as required.

**Skills and Abilities:**

- Proven ability to establish and maintain effective working relationships with staff, executive leaders, clinical professionals, public and private entities and the general public is essential.
- Demonstrated strong, dynamic leadership skills, with proven abilities to manage across various levels of the organization, including matrixes, programs and services.
- Demonstrated exceptional interpersonal abilities and ability to effectively work across all levels of the organization and with external stakeholders is essential, as is working alongside key partners to drive collaborative decision making.
- Demonstrated understanding and knowledge of the principles and practices of health system management and administration combined with sound working knowledge of planning concepts related to budgetary, staffing, quality and strategic planning methods and health system change.
- Demonstrated strong planning, organization, critical thinking and decision-making and communication (verbal and written) skills.
- Demonstrated ongoing commitment to professional development.

**Qualifications:**

A master's degree in health care administration or a related discipline with fifteen years' experience in a senior executive leadership role within a large, complex and multi-site organization.

Experience in developing care delivery strategies across continuums of care with system partners in acute, community and primary care settings as well as in leading major service integration and change is required.

A Certified Health Executive (CHE) with a clinical background is preferred.

**LEADS Capabilities:****Leads Self**

- Self-Awareness: Is aware of own assumptions, values, principles, strengths and limitation.
- Manages Self: Takes responsibility for own performance and health.
- Develops Self: Actively seeks opportunities and challenges for personal learning, character building and growth.
- Demonstrates Character: Models qualities such as honesty, integrity, resilience and confidence.

**Engages Others**

- Fosters the Development of Others: Supports and challenges others to achieve professional and personal goals.
- Contributes to the Creation of a Healthy Organization: Creates an engaging environment where others have meaningful opportunities and the resources to fulfill their expected responsibilities.
- Communicates Effectively and Listens well: Encourages open exchange of information and ideas using appropriate communication methods.
- Builds Effective Teams: Facilitates an environment of collaboration and cooperation to achieve results.

**Achieves Results**

- Sets Direction: Inspires vision and identifies, establishes and communicates clear and meaningful expectations and outcomes.
- Strategically Aligns Decisions with Vision, Values and Evidence: Integrates organizational mission, values and reliable, valid evidence to make decisions.
- Takes Action to Implement Decisions: Acts in a manner consistent with the organizational values to yield effective, efficient public-centered service, and demonstrates business acumen by efficiently and effectively identifying and managing human, capital, financial and information resources.
- Assesses and Evaluates Results: Measures and evaluates outcomes and holds self and others accountable for results achieved against benchmarks. Corrects course as appropriate.

**Develops Coalitions**

- Builds Partnerships and Networks to Create Results: Creates connections, trust and shared meaning with individuals and groups.
- Demonstrates a Commitment to Customers and Service: Facilitates collaboration, cooperation and coalitions among diverse groups and perspectives to improve service.
- Mobilizes Knowledge: Employs methods to gather intelligence and encourages open exchange of information. Uses quality evidence to influence action across the system.
- Navigates Socio-Political Environment: Is politically astute. Negotiates through conflict and mobilizes support.

**Systems Transformation**

- Demonstrates Systems/Critical Thinking: Thinks analytically and conceptually, questions and challenges the status quo to identify issues, solve problems and design and implement effective processes across systems and stakeholders.

- Encourages and Supports Innovation: Creates a climate of continuous improvement and creativity aimed at systematic change.
- Champions and Orchestrates Change: Actively contributes to change processes that improve health service delivery.
- Strategically Oriented to the Future: Scans the environment for ideas, best practices and emerging trends that will shape the system.

*Excellent health and care for everyone, everywhere, every time*

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