



NON-CONTRACT ROLE DESCRIPTION

POSITION TITLE: PRESIDENT AND CHIEF EXECUTIVE OFFICER

REPORTS TO: VIHA BOARD OF DIRECTORS

CLASSIFICATION: CEO/ NGR 21 HSCIS CODE: 1000

ROLE SUMMARY:

The President and Chief Executive Officer is accountable to the Board for development and effective operation of all parts of the Vancouver Island Health Authority (VIHA) integrated health system that support the organization in fulfilling its mission and vision.

The President and Chief Executive Officer is responsible and accountable for providing strategic leadership to VIHA.

The President and Chief Executive Officer:

- Ensures the timely execution of the policy and strategic direction set by the Board of Directors;
- Ensures that the formulation and implementation of operational plans of the organization, as approved by the Board, are carried out;
- Ensures the timely development of policies and procedures necessary to achieve these plans;
- Ensures the effective and efficient delivery of health care services throughout VIHA's communities of care, within the level of available resources;
- Ensures the effective delivery of programs and services within the organization reflecting the issues of integration, quality, patient safety, comprehensiveness and accessibility of health care services;
- Provides strategic leadership to the organization in support of its mission and vision; and
- Provides strong leadership and guidance to Executive Team members ensuring that the direction and philosophy of the organization is followed in a consistent manner and sets, monitors and reports on performance targets for the Executive Team and the organization as a whole.

KEY ACCOUNTABILITIES:

1. Oversees all aspects of VIHA's strategic plan including formulation and execution. Monitors the implementation, and provides regular reports to the Board.
2. Oversees the development and execution of VIHA's capital and operating plans including, formulating annual goals and objectives for the organization and for portfolio areas consistent with the approved vision and strategic direction.
3. Provides leadership to all staff by encouraging an environment which stimulates, guides and encourages members of the organization to realize their maximum potential and encourages professional development within a learning organizational culture.
4. Oversees new strategic initiatives for VIHA, including identifying new potential services and partnership opportunities, and communicating these to the organization.
5. Ensures that the acquisition and application of fiscal, technological, physical and human resources necessary to fulfill VIHA's mission are carried out within the financial administrative policy framework provided by the Board and by the Government.
6. Ensures the effective delivery of services provided by VIHA by working collaboratively with internal and external key stakeholders.
7. Fosters the development of effective external relationships including local national and provincial governments, agencies, universities, professional regulatory bodies other health delivery organizations, special interest groups, the general public and other key stakeholders to encourage understanding and cooperation in the development, implementation and evaluation of the operational goals and strategic plans of the organization.
8. Advises the Board regarding all matters affecting the provision of care, delivery of service, risk management, research activities, human resources and financial concerns which may impact on the achievement of the successful implementation of the strategic plan.
9. Promotes the development and integration of education and research within VIHA in collaboration with the Board of Directors and the Executive Team.
10. Executes other related duties as directed from time to time by the Board of Directors.

QUALIFICATIONS:

A level of education and experience equivalent to a Master's Degree in a relevant discipline combined with more than fifteen (15) years of progressively more senior experience at the senior level with responsibilities for the development, implementation and evaluation of operational and strategic plans. Chartered Membership of the Canadian College of Health Executives (CHE) will be seen as advantageous.

COMPETENCIES:

Ability to define and guide individuals and groups towards a vision while maintaining group cohesiveness, motivation, commitment and effectiveness; mastery of the essence and subtleties of communication in order that exchanges are understood at all levels within a complex internal and external network; responsiveness to the needs of stakeholders supported by an acute awareness of the impact of actions; critical-thinking and problem-solving skills with a global perspective; sensitivity to political and other external environmental issues and their impact on health care; establishing a course of action for self and others that is results oriented; acting with integrity in all interactions; and promoting compliance with accreditation standards and ethical and legal requirements.

March 2006