



PATHWAYS
EXECUTIVE SEARCH



Vice President, Indigenous Health



Vancouver Coastal Health is committed to delivering exceptional care to 1.25 million people, including the First Nations, Métis and Inuit, within the traditional territories of the Heiltsuk, Kitasoo-Xai'xais, Lil'wat, Musqueam, N'Quatqua, Nuxalk, Samahquam, shíshálh, Skatin, Squamish, Tla'amin, Tseil-Waututh, Wuikinuxv, and Xa'xtsa.

The Organization

Vancouver Coastal Health (VCH) is a vital hub of healthcare innovation, research and academic excellence in British Columbia contributing to the local, national and global healthcare ecosystem while providing specialized care to patients in its region and throughout the province.

VCH is a leader in health research and provides the highest quality services in all areas, including primary care, community-based residential and home health care, mental health, substance use, and public health to 1.25 million residents living in the communities of Richmond, Vancouver, North Shore, Sea-to-Sky Corridor, Sunshine Coast, Powell River, Bella Bella and Bella Coola.

One of five publicly funded regional healthcare authorities within British Columbia, VCH works collaboratively with the Ministry of Health and other health authority partners to advance their shared goal of a more integrated system of care that focuses on better-serving patients, clients and residents. VCH collaborates with B.C. health authorities to ensure all patients receive the care they need, no matter where they are located, including primary care for people who work in or visit the region and specialized care for patients living throughout the province.

Additionally, VCH strives to provide equitable access to health services and improved health and wellness outcomes to its patients, clients and residents, including 14 First Nation communities within the VCH region, as well as Métis, Inuit, and non-Status people throughout the traditional territories wherein VCH operates. An organization committed to always learning, its aim remains to work collaboratively to address health challenges to move toward reconciliation. VCH does this by working in collaboration with community Elders, First Nations, Métis and Inuit peoples, as well as the First Nations Health Authority (FNHA).

Vision, Values, and Pillars

A core mandate of VCH is to bring medical- and non-medical staff together as one collective team to deliver an exceptional care experience for all. To deliver services within its 13 hospitals and several community health centres, VCH has more than 29,000 staff and medical staff, 3,000 active volunteers and more than 900 principal investigators conducting clinical and discovery research at VCH Research Institute.

Collectively, the actions of VCH staff, medical staff, researchers and volunteers contribute to creating safe, healthy spaces for everyone and support quality patient outcomes, access to equitable care, and a great place to work.

Vision: Healthy lives in healthy communities.

Values: Values guide the everyday behaviour at VCH and help create a workplace where everyone is pulling in the same direction toward a common purpose – to deliver an exceptional care experience for all. VCH values include:

- “We care for everyone”: We believe being caring is at the heart of what we do, caring for our patients, their families, our colleagues, and ourselves.
- “We are always learning”: We believe in staying curious, and always open to innovative ideas and ways to improve health care.
- “We strive for better results”: We believe in achieving better results across all functions of healthcare, leading to better patient outcomes and improving healthcare.

Pillars: VCH’s pillars guide them in delivering safe, quality care and support their focus on taking an equity-led, intersectional approach to caring for people.

- Indigenous Cultural Safety: Committing to reconciliation and learning, and providing the best care informed by the history, culture, and experiences of Indigenous peoples. <https://www.vch.ca/en/about-us/indigenous-health>
- Equity, Diversity, & Inclusion: Promoting a sense of belonging where we can bring our whole selves to VCH. <https://www.vch.ca/en/equity-diversity-and-inclusion-1>
- Anti-Racism: Creating a community where we dismantle attitudes, practices and processes that impact people based on their race or ethnicity. <https://www.vch.ca/en/anti-racism>
- Planetary Health: Restoring, stewarding, and conserving healthy ecosystems for generations to come. <https://www.vch.ca/en/environmental-sustainability>

VCH and Indigenous Health

Through its **Reconciliation framework**, VCH is committed to improving health and access to culturally safe health care for Indigenous peoples within the region. Serving 14 First Nation communities, approximately 27,000 members living on reserves and 21,000 Urban Indigenous community members, VCH is guided by the following principles:

1. Indigenous clients and families can expect to receive culturally safe care.
2. First Nations, Métis and Inuit People's role is respected and acknowledged in the traditional territories in which VCH operates.
3. VCH as an organization upholds the **United Nations Declaration on the Rights of Indigenous Peoples** (UNDRIP) and **Truth and Reconciliation Commission of Canada Calls to Action** to an optimal level within its mandate and scope.
4. Partners working with VCH support alignment with UNDRIP and TRC Calls to Action.

VCH and their reconciliation framework is informed in part by the Government of British Columbia's **In Plain Sight Report**, which addresses Indigenous-specific racism and discrimination in B.C. health care and its recommendations. VCH is committed to addressing systemic Indigenous-specific racism, and its **year-two progress report** highlights its work in creating a culture of collaboration.

VCH believes in consistently monitoring and publicly reporting on how the health system is performing to continually improve and better meet the needs of its communities. To learn more about how VCH is holding itself accountable, please visit **<https://www.vch.ca/en/about-us/accountability>**.



VCH and Indigenous Health continued

Indigenous Cultural Safety Policy

The **Indigenous Cultural Safety policy** (ICS) guides VCH to become a Culturally Safe organization and informs health care provision. Focused on transforming the culture of care delivery and improving health outcomes for Indigenous People, the policy includes:

- Inclusion of Indigenous Knowledge and Expertise in Health Care
 - VCH will include Indigenous knowledge and expertise in all levels of health service delivery. This will be reflected in engagement with Indigenous Health leadership, community and Clients, Staff education, recruitment and retention, and health service delivery.
- Welcoming and Acknowledgment of Traditional Territory
 - As official VCH protocol, Staff will share territorial acknowledgement at formal meetings, public events or conferences.
- Right to Traditional Medicines
 - VCH Staff will facilitate the inclusion and access to culturally appropriate healing modalities – such as ceremony – and traditional medicines in health care planning on request.

To learn more about VCH and their extensive service provision, including Indigenous Health, strategic priorities, and communities served, please visit:

- www.vch.ca/
- VCH's Strategic Priorities: <https://www.vch.ca/en/about-us/strategic-priorities>; and
- VCH's 2023/2024 to 2025/2026 Strategic Direction plan: <https://www.bcbudget.gov.bc.ca/2023/sp/pdf/ministry/hlth.pdf>

The Opportunity – Vice President, Indigenous Health

VCH is seeking a collaborative, innovative, and engaged Indigenous leader to assume the role of Vice President, Indigenous Health (VP, IH). This person plays a crucial role in driving systemic change within the health system to improve the health and well-being of Indigenous peoples. Their leadership is instrumental in advancing health equity, promoting cultural safety, and fostering meaningful partnerships with Indigenous communities.

Based in Vancouver and reporting to the President and CEO and supported by an engaged Board, the VP, IH is a member of the VCH Senior Executive Team and assumes joint accountability for the attainment of the strategic objectives and operational plans of the organization as approved by the Board, Chief Executive Officer (CEO) and Senior Executive Team.

In addition to being an expert in their field, the incoming VP, IH will be grounded in community and Indigenous ways of knowing and will be encouraged to leverage their connection(s) to community to strengthen both their research and leadership capacities. The VP, IH is a change agent who inspires system transformation by collaborating with leaders throughout the region to facilitate a new era within VCH.

The VP, IH is compassionate, empathetic, and sensitive to the needs of others. In this capacity, the VP also provides strategic advice and leadership to enable and facilitate the health authority's system transformation and service delivery enhancements that improve the wellness, health and care needs of Indigenous Peoples across VCH and the communities it serves.

The VP, IH informs and facilitates health system transformation and service delivery enhancements, aiming to improve the wellness, health, and care needs of Indigenous Peoples across VCH. They will lead the development and evolution of the organization's Indigenous cultural safety education and support the organization to deliver on relevant legislation including the Declaration on the Rights of Indigenous Peoples Act (DRIPA). Additionally, their work will be informed by the Calls to Action of the Truth and Reconciliation Commission (TRC) – particularly Calls 18 to 24 as they pertain to Indigenous health – and recommendations from the **"In Plain Sight" report** to address Indigenous racism in the B.C. health care system. This position also represents the organization in regional, provincial, and national forums to share, support, and celebrate the organization's deep commitment to uplifting Indigenous voices and advancing reconciliation.

The Opportunity continued

The VP, IH leads the implementation of VCH's Indigenous Health Strategic Plan; delivers on the requirements set out in the **Ministry of Health's Executive Mandate Letter**; and is accountable for the overall operations of the Indigenous Health department including operational care delivery to Indigenous Peoples within the region and transformational efforts to reduce Indigenous-specific racism in health care.

The VP, IH will work closely with other Senior Executives to engage with Indigenous communities, understand their healthcare needs and priorities, and ensure that healthcare services are culturally safe, respectful, and responsive to the needs of each community.

Core priorities for the VP, IH include but are not limited to:

- Collaborate with the Vice Presidents of Clinical Operations, the Vice President of Public Health, and the Vice President of Research to implement strategies toward improving population health equity.
- Advocate for increased resources for Indigenous health programs improved access to healthcare services in remote and underserved areas, and the incorporation of Indigenous perspectives into healthcare policy development.
- Partner with senior internal and external partners at the local, regional, and national levels to foster effective relationships and enable the health system to leverage local expertise and resources to better meet the needs of Indigenous communities.
- Work in a collaborative network with other Regional Health Authorities to lead the development, implementation and evaluation of the Indigenous Health and Wellness Plan in partnership with the First Nations Health Authority and the First Nations Health Council.

This work is framed within VCH's commitments to its pillars of Indigenous Cultural Safety, Anti-Racism, Equity, Diversity and Inclusion, and Planetary Health.



Key Accountabilities

- Provide health system knowledge and strategic leadership by developing and implementing a comprehensive Indigenous Health Strategic Plan, identifying clear objectives, metrics, and timelines for implementation. Regular reviews and reports ensure progress and adjustments align with strategic goals.
- Develops improved organization structures and processes by overseeing the formulation and evaluation of strategic and operational goals, policies, and procedures necessary to meet the objectives of key legislative and policy frameworks. This includes incorporating Indigenous health care needs and cultural safety into policy and practice and ensuring seamless integration of Indigenous Health programs across the continuum of care.
- Recognizes the unique historical, cultural, and social factors that influence the health and well-being of Indigenous communities and actively involves Indigenous peoples in decision-making processes and prioritizes their voices and perspectives in the development and implementation of healthcare policies and programs.
- Partners with other Executive Leaders across VCH to ensure integration and coordination of Indigenous Health programs and services, incorporating Indigenous perspectives and Indigenous-led initiatives into organizational policies and practices, and monitors progress through documented policy changes and by developing key performance indicators for Indigenous Health programs and services.

Key Accountabilities continued

- Builds a trusted, integrated, and effective Indigenous Health Team that is well-equipped to support the organization in meeting the health and wellness needs of Indigenous Peoples with respect, empathy, and excellence in care. Engages the Indigenous Health team in the development of goals and objectives to ensure that everyone is aligned and committed to shared outcomes.
- Provides executive leadership to the Indigenous Health portfolio by formulating, implementing, and evaluating the VCH Indigenous Health strategic and operational goals, and the policies, procedures, regulations and standards necessary to operationalize the objectives of BC's Declaration on the Rights of Indigenous Peoples Act (DRIPA), Truth and Reconciliation Commission (TRC), and recommendations from the "In Plain Sight" report to address Indigenous specific racism and discrimination in B.C. Health Care.
- Oversees all aspects of the Indigenous Health programs, including service development, implementation and delivery. Leads the development of processes that incorporate knowledge of Indigenous health care needs, services, and Indigenous cultural safety into policy and practice.
- Works collaboratively across the system to transform health care and develop holistic approaches to health services that address the interconnectedness of physical, mental, emotional, and spiritual well-being and emphasize the importance of Indigenous cultural safety, cultural practices, ceremonies, and traditional healing methods in promoting healing and wellness for Indigenous communities. Oversees the evaluation of these initiatives through health outcome data analysis, feedback surveys, and community engagement metrics.
- Collaborates with the Regional Medical Director of Indigenous Health, VP of Research, VP of Public Health and Chief Medical Health Officer to ensure a focus on improving the health and well-being of Indigenous Peoples is integrated with VCH population health strategies. Evaluate implementation progress through improved health outcomes for Indigenous Peoples, regular reporting, and data analysis.
- Provides strategic advice and expertise to VCH's Board of Directors, President and CEO and members of VCH's Executive and Senior Leadership to ensure VCH fulfils its mandate to serve all Indigenous Peoples as outlined in VCH's Strategic Plan and Ministry of Health direction.
- Oversees the development of VCH frameworks that integrate Indigenous perspectives and Indigenous cultural safety into staff and medical staff education strategies, in collaboration with the VP of Communications, Equity and Partnerships and VP of Strategy, Innovation and Planetary Health, including regular review and evaluation of education programs.

Key Accountabilities continued

- As a member of SET, provides critical input into the capital and operating plans of the organization. Responsible for the acquisition and allocation of fiscal, technological, physical and human resources required to fulfill overall operating plans and approve operating plans and budgets.
- Leads the development of a comprehensive annual budget for Indigenous Health programs. This includes forecasting financial needs, allocating resources strategically to various programs and initiatives, and ensuring alignment with the overall organizational strategic plan and goals.
- Partners with Finance leadership to develop key performance indicators (KPIs) related to financial resource utilization and cost-effectiveness of programs, provides regular reporting that details budgetary performance, financial risks, and mitigation strategies.
- Works in partnership with other VCH Executives to develop processes for ensuring VCH leadership, medical staff, employees and volunteers act in accordance with the Declaration of Commitment on Cultural Safety and Humility in Health Services for First Nations and Indigenous Peoples in British Columbia.
- Works in collaboration with internal and external partners to ensure Indigenous Health and Wellness services are strongly linked and integrated with Primary Care Network and Specialized Community Service planning.
- Develop enduring relationships and partnerships with the Ministry of Health, First Nations Health Authority (FNHA), Métis Nation British Columbia (MNBC), First Nations Health Council, and other Indigenous serving organizations and agencies.
- Develop comprehensive engagement strategies to create trusting and respectful relationships with each of the 14 First Nations within the VCH region to enhance Indigenous health care and services through open and honest dialogue, clear and consistent communication protocols, and regular information-sharing sessions to understand the context, culture, and service delivery needs for each Indigenous community.
- Provides strategic advice to Clinical Operations and Medical leadership on engagement with First Nations communities and organizations and seeks and uses community input to inform planning and decision-making across VCH.
- Leads the implementation and planning of the Tripartite Agreements and Partnership Accords with both FNHA and Métis Nation of BC, as well as partnership agreements with other Indigenous serving organizations; oversees, directs, and evaluates partnership initiatives within the region.

Key Accountabilities continued

- Partners with VCH Operations, Professional Practice, and People Team executive leadership to develop a comprehensive Indigenous workforce strategy, including strategies for recruitment, retention, training, and professional development initiatives empowering Indigenous employees to thrive and lead within the organization.
- Carries out responsibilities in accordance with health and safety requirements. Immediately report unsafe situations by notifying the supervisor or other appropriate personnel.
- Performs other related duties as assigned.

Education, Skills, and Essential Qualifications

- Education and experience equivalent to a degree in a medical or clinical profession such as Doctor of Medicine (MD), Nurse Practitioner (NP, DNP), Midwifery, Nursing, or Allied Health profession supplemented with a master's degree in a related discipline such as Health Care Administration or Business Administration.
- At least fifteen (15) years of experience in progressively senior executive leadership roles or an equivalent combination of education, training and experience.
- Experience in the provision of direct service, community-based healthcare delivery systems.
- Extensive experience interacting with Indigenous people and Indigenous leadership (including Elders, Bands, Tribal Councils, Friendship Centres, Indigenous service providers, etc.) as well as government agencies and provincial ministries is **required**.





Role Specific Expertise

- Demonstrated knowledge and understanding of organizational and systemic dynamics, underscored by a deep understanding of trauma-informed Indigenous health issues.
- Demonstrated knowledge of Indigenous community health system requirements and insights from Indigenous community engagement, including traditional Indigenous perspectives, which contribute to the commitment toward reconciliation and healing within Indigenous health contexts.
- Demonstrated knowledge of the principals and organizational practices necessary to implement systems-wide cultural change and create opportunities at all levels of the organization to develop, implement and evaluate policies, programs and partnerships to enhance diversity equity and inclusion and create a safe and respectful work environment.
- Demonstrated ability to deploy and measure initiatives aimed at the promotion of diversity, cultural safety, and cultural humility within a complex organization.
- Demonstrated experience in developing budgets and overseeing the appropriate use of financial resources, identifying, and forecasting financial requirements and implementing cost-effective strategies.
- Demonstrated ability to cultivate a workplace culture that prioritizes respect, inclusivity, and understanding, foster a culture of continuous learning, and empower program managers and team members.

Role Specific Expertise continued

- Demonstrated communication, facilitation and interpersonal abilities with the ability to present views in a clear and compelling manner and to develop trust and influence.
- Negotiates, facilitates, builds consensus and effectively collaborates to build relationships that promote the achievement of cooperative goals and contribute to an atmosphere of mutual respect.
- Collaborates effectively with internal and external stakeholders to develop, manage and evaluate programs/services considering client needs, service delivery interrelationships and service potential within a complex environment.
- Maintains up-to-date knowledge of legislative policy development and processes of various levels of government to ensure well-informed decision-making.
- Uses strong leadership, strategic thinking, problem-solving and innovation abilities to develop effective strategies and ensure support and attainment of goals.
- Applies superior judgment and political expertise as well as a strong understanding of the essence and subtleties of communication to relay sensitive information and effectively persuade and negotiate with a variety of internal and external stakeholders.
- Uses sound business acumen to develop and maintain mutually beneficial relationships with internal and external stakeholders throughout high-profile endeavours.
- Demonstrated leadership skills that promote a respectful, motivating and empowering work environment, where individual competencies can thrive.
- Physical ability to perform the duties of the position.

The Application Process

The expected salary range for this position is \$210,000 - \$260,000 annually, supplemented by a competitive total compensation package. VCH invites applications from all candidates. However, as VCH is committed to a new relationship with Indigenous communities and closing the gap in health and social disparities for Indigenous persons in British Columbia, strong preference is given to qualified First Nations, Métis, or Inuit applicants.

To Apply

Please email the following application materials in a package to Applications@pathwaysexecutivesearch.ca:

1. Cover letter clarifying your attributes and qualifications in relation to the Opportunity Profile;
2. Updated CV (Canadian Common CV or institutional CV);
3. Proof of citizenship or membership to an Indigenous Nation or community. This should be a document that is acceptable to the community or Nation you are from.*

* Verification with documentation can take many forms, and these will be defined by Indigenous governments. Examples of verification with documentation can be and are not limited to, a letter from a community's governance body, an Indigenous government-issued membership or citizenship card, or a status card issued by Indigenous Services Canada.

In situations where Indigenous government-approved documentation is not available, the VCH Search Committee will guide and support the individual through a verification process. The process will support Indigenous people who may not possess documentation for a variety of reasons, including displacement through past policies, laws, and the overall impacts of colonization.

Candidates who are invited to the interview process may be required to submit additional information relating to their Indigenous identity (e.g. letters of reference, genealogy, etc).

All information provided will be subject to verification, and further information may be requested. The information provided should address all essential qualifications and will be assessed fairly.

Measures for accommodation are available to all candidates for further assessment. If you require accommodations, please contact LaurieS@pathwaysexecutivesearch.ca. Information received relating to accommodation measures will be addressed confidentially.

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Pathways Executive Search is a national recruitment firm offering Indigenous-focused professional services. With a mission to make recruitment and career journeys less challenging and more equitable, Pathways is guided by Indigenous values and principles of Indigenous inclusion, which underscore the capacity to build an inclusive process for all racialized and equity-deserving professionals.