

## Career Opportunities

### Chief Nursing Officer and Vice President of Quality and Cultural Safety & Humility (Hybrid, Metro Vancouver)

#### FNHA Overview

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First Nations Health Authority (FNHA) is a first of its kind in Canada. Joining our team means being part of a collaborative, diverse and compassionate organization committed to innovating, transforming and redesigning health service delivery for First Nations communities in BC, and advancing a holistic First Nations Perspective on Health & Wellness.

As part of this transformation, we are looking for a **Chief Nursing Officer and Vice President of Quality and Cultural Safety & Humility** to support in this important work. This is a great opportunity to work with First Nations and Indigenous communities to help improve the delivery of health care services and where you have the ability to create and foster a culture of humility to enhance quality and culturally safe work environments, and to identify and address anti-Indigenous racism and cognitive biases in a proactive manner. We welcome healthcare leaders who are up for the task and thrive in change!

**Title:** Chief Nursing Officer and Vice President of Quality and Cultural Safety & Humility

**Location:** Metro Vancouver

**Work Model:** Hybrid (50% in office / 50% remote)

**Employment Term:** Permanent

#### About the Opportunity – Position Summary

In this role, the **Chief Nursing Officer (CNO) and Vice President of Quality and Cultural Safety and Humility (VP of Quality and CS&H)** provides executive leadership, advice and expertise to the development, implementation and evaluation of the domains of practice. This includes clinical education, clinical research, ethics, quality, inter-professional clinical practice, client experience and health services delivery and systems leadership / transformation for Clinical Services and Programs for BC First Nations.

The CNO and VP of Quality and CS&H also:

- represents the FNHA at a wide variety of meetings, committees within the province and nationally, and works through a coordinated effort with respective internal partners, including FNHA's Regions' around clinical service delivery;
- provides oversight of major cross-system cultural safety and humility and Indigenous Anti-Racism program strategies and initiatives, and provides perspectives on cultural safety and humility to external health partners, government agencies, and education institutions;
- provides leadership in the promotion and support of the development of wise, evidence-based, clinical practice competency and innovation to enhance and improve culturally safe, quality care for First Nations clients and communities;
- provides leadership in the promotion, support and facilitation of activities for improving the quality and safety of healthcare services and the planning, implementation and sustainment of community-based testing procedures, including infectious disease testing and X-ray procedures, for First Nations Communities in BC;



- provides strategic direction to a regional management team and collaborative practice team dedicated to the provision of clinical nursing services through staff and communities across BC;
- facilitates the innovation, design and implementation of the delivery of patient care, recommends strategies to improve services, reaches established health and wellness goals, achieves established health and wellness outcomes and contributes to the transformation activities of the FNHA and the health and wellness status of BC First Nations;
- provides leadership and expertise to the transformation of nursing services including leading the implementation of the findings and recommendations of the FNHA Nursing Review, including the creation of a new nursing services culture and approach that is rooted in indigenous traditions, community -driven and nation-based;
- provides leadership that creates and fosters a healthy and engaging environment that enables personal excellence, contributes to FNHA's vision of "Health through Wellness" and cultural safety and humility in the workplace.

As a key member of Executive Leadership Team (ELT), the CNO and VP of Quality and CS&H provides collaboration and support to ELT issues, initiatives and discussions.

A full job description outlining all duties and responsibilities is available by request to [careers@fnha.ca](mailto:careers@fnha.ca)

## **About YOU - The Qualifications and Skills You will Bring to FNHA**

### **Education**

- You have a Nursing Degree with significant and relevant training and experience;
- A Master's of Science Degree in Nursing (MSN) would be an asset.

### **Occupational Certification**

- You have a valid license to practice Nursing in the province of British Columbia.

### **Experience**

- You have significant senior leadership experience in First Nations Health (usually acquired over a period of 10 or more years);
- You have significant experience in providing leadership to nursing programs and services, including nursing in remote communities (usually acquired over an 8-10 year period);
- You have significant, recent and relevant experience in strategic planning and program development relative to Provincial and Clinical Quality, Cultural Safety and Humility and Nursing programs and services;
- You have experience working with First Nations communities and leadership.

### **Knowledge**

- You will have knowledge and skills associated with a variety of First Nation patient populations ranging from neonatal to geriatric, and from acute care, health promotion and long term elder care;
- You will have knowledge of the health care landscape, trends and issues relative to BC First Nations.

### **Diversity**

*At First Nations Health Authority, we believe diversity is a strength, and our aim is to make sure that FNHA truly reflects the communities we serve. Preference will be given to qualified individuals with Indigenous ancestry (First Nations, Inuit, Métis). We are committed to respecting diversity within our workforce and actively working towards our organisation being a place where everyone can thrive and make their best contribution to our mission.*

This is an opportunity to be part of something bigger and contribute in our expanding organization to help us better serve our First Nations Communities. If you are an experienced healthcare leader who is strong in

building meaningful and sustainable relationships with leaders and employees to plan, develop, deliver and implement nursing related programs and services, then we would love to hear from you!

### Why Work with FNHA

- We have a common foundation at FNHA through our [Vision](#) and [Seven Directives](#) to guide us in our daily work;
- What happens to communities and people we serve happens to us—we care for and respect one another. What happens to us happens to community and the people we serve—we strive for excellence and believe First Nations deserve the best we have to offer;
- It's an opportunity to utilize your healthcare leadership expertise to partner with Executives and Operational Leaders to deliver culturally safe health and wellness programs and services to First Nations communities and families across BC;
- We are wellness champions. We have the historic opportunity to achieve transformative change in First Nations health & wellness, and an obligation to make the most of this opportunity;
- We are for change makers. Those who are called to act, open to cultural understanding and teachings, and undaunted by unique challenges. We are a young organization, still growing and fast changing;
- We provide meaningful work rich with transformational learning opportunities;
- When you work with the First Nations Health Authority (FNHA), you will truly make a difference in your life and for many others;
- Find purpose beyond your profession. "It starts with me". Here, your work changes lives, starting with your own;
- We work together, not apart, with our beautiful and culturally rich First Nations communities in British Columbia;
- We raise hands to recognize FNHA family members for Teamwork, Partnership, Innovation, and for being Wellness Champions.

**If you are looking for** a career enriched opportunity with many perks including pension plan, benefits, personal leave days, flexible hours and career development, while making an essential impact fulfilling the important mandate of FNHA, this is the place to be!

**Apply at the [FNHA Careers Webpage](#) and please include a cover letter and CV.**

Applicants must be eligible to work in Canada.

### What You Can Expect From Us

First Nations Health Authority is a first of its kind in Canada and joining our family means being part of a collaborative, diverse and compassionate organization committed to innovating, transforming and redesigning health service delivery for First Nations communities in BC.

Leading with culture, all FNHA employees complete San'yas Indigenous Cultural Safety Training. We support our people to be leaders in wellness and all staff members develop a yearly wellness plan as part of their performance partnership and goal setting.

**Note:** *As a health and wellness organization, the First Nations Health Authority has aligned with the Provincial Public Health Order released on October 14, 2021. We have a mandatory COVID-19 vaccination policy for all employees at First Nations Health Authority. This policy requires all employees to be fully vaccinated against COVID-19. If selected for employment, you will be required to provide proof of vaccination by providing a copy of your BC Vaccination Card Passport with the QR code.*

If you would like to know more, please contact [careers@fnha.ca](mailto:careers@fnha.ca).