EMPLOYMENT OPPORTUNITY

<table>
<thead>
<tr>
<th>Competition Number:</th>
<th>SEL HC 505/16 (Please state this number when applying)</th>
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<tbody>
<tr>
<td>Position Title:</td>
<td>REGIONAL DIRECTOR HOME CARE &amp; PALLIATIVE CARE PROGRAM</td>
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<td>Position Code:</td>
<td>RDHC&amp;PC_01</td>
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<tr>
<td>Facility/ Site/ Location:</td>
<td>Selkirk/Oakbank (TBD)</td>
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<tr>
<td>FTE:</td>
<td>1.0</td>
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<tr>
<td>Hours of Work:</td>
<td>Hours 7.50 – Days (Evenings/Weekends may be required)</td>
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<tr>
<td>Union:</td>
<td>Non-Union</td>
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<tr>
<td>Wage/ Salary:</td>
<td>To commensurate with qualifications/experience</td>
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Position Summary: The Regional Director Home Care & Palliative Care Program is responsible for providing leadership and oversight for Home Care services, palliative care services, seniors programs and RHA operated supportive housing. The Director Home Care & Palliative Care Program is responsible for program planning and development, implementation of best practice, adherence to standards of care and supporting priorities in the Home Care & Palliative Care Program. The Director Home Care & Palliative Care Program is expected to develop and sustain strong collaborative working relationships with community stakeholders, leadership in Acute Care, PCH Program and provincial colleagues. As a member of the Regional Leadership Team, the Director Home Care & Palliative Care Program makes decisions regarding policy formation, long range planning, program development, resource allocation, quality improvement activities and coordination of services and programs. The incumbent will exercise the appropriate high level of initiative and independent judgment in determining work priorities, work methods to be employed and action to be taken on unusual matters. This position will fulfill its duties and responsibilities in a manner consistent with and supports the Interlake-Eastern Regional Health Authority’s mission, vision and values and shall represent the IERHA in all professional activities, communications and relationships with all levels of the organization, governments, unions, regional stakeholders, and the public and as such, is held to the highest standards of ethical conduct and professionalism.

Qualifications:

• Baccalaureate Degree in a clinical discipline (BN, BSW, Business) from a recognized post-secondary institution with a suitable combination of related education and experience.
• Additional education/preparation in management and/or leadership.
• Eligible for licensure by the college or association that accredits their professional designation and a member in good standing.
• Demonstrated knowledge of the Manitoba Health Care system including broad understanding of issues in rural health service delivery.
• Knowledge of program development and evaluation.
• Knowledge of relevant legislation and regulations.
• Familiarity with health labor relations and collective agreements.
• Demonstrated participatory management style and the ability to work within a multidisciplinary framework building positive and collaborative relationships;
• Ability to motivate and inspire positive performance.
• Five years of leadership experience in a health care client care area with preference given to experience in home or community based program areas.
• Demonstrated experience in proposal writing, budget development, policy development and contract management.
• Experience in program planning, development and evaluation
- Proven ability to effect positive change process
- Proficient in Microsoft Office computer programs. Preference will be given to individuals with advanced understanding/preparation in Procura scheduling software.
- Advanced level of written and oral communication skills.
- Independence in decision making; ability to problem-solve and remove barriers in complex situations; ability to find innovative solutions.
- Demonstrates effective leadership in implementing change management methodology.
- Completes and maintains a satisfactory pre-employment security check.
- Satisfactory employment record.

**Date Posted:** May 18, 2016  
**Closing Date/Time:** June 1, 2016

Please submit Application/Resume online or send Application/Resume to:  
Human Resources Assistant  
Interlake-Eastern Regional Health Authority  
Corporate Office  
233A Main Street, Selkirk, MB, R1A 1S1  
Fax: 204 785 4736  
Phone: 204 785 4770

- **Internal applicants** must include a current resume and copies of all required certificates or licenses with application upon change of classification/program.
- **External applicants** must include a current resume and/or a completed application form and copies of all required certifications or licenses with application. Must also submit Criminal Record & Vulnerable Sector Check, Child and Adult Abuse Registry Check prior to commencing employment.

The Interlake – Eastern Regional Health Authority is committed to increasing the representation of Aboriginal people at all levels within our workforce. We encourage successful Aboriginal applicants to self-declare by completing a **Voluntary Self-Declaration Form** available online @ [www.iierha.ca](http://www.iierha.ca) or at any of our sites.