



Little Shuswap Lake Band Job Posting

Department: Health and Wellness
Position: Health Director

The Organization:

The Little Shuswap is traditionally known as Skwlax, which translates to Black Bear in Secwépemctsin, the traditional language. LSLB has a unique vision and drive; the Band has not only led the way in tourism within the Shuswap, but it has also led the way in economic development. The creation of Quaaout Lodge, Talking Rock Golf, Le7ka Spa, and Little Shuswap Gas Station has helped promote Secwepemc culture, and allowed the Little Shuswap Lake people to develop world class accommodation and leisure activities. The governance structure of LSLB is unique and forward-looking, divided into 4 distinct sectors: Administration, which covers programs and services for Band members; Wellness, which is responsible for the overall health and wellness of the community; Territorial Stewardship, which addresses title and rights issues and external government-government relations; and Economic Development, which oversees the business operations of the community and works to promote a strong, resilient economy for the community. Strong management and leadership with clear vision and an excellent team of committed employees make up the engine that drives the community forward.

The Opportunity – A Day in the life of the Health Director:

LSLB is looking for an experienced and committed Health Director to join our team. We are seeking a candidate who understands and has knowledge around the political, cultural, and spiritual protocols associated with our First Nations community and who will uphold the vision of community leadership. The Health Director has knowledge of the health and wellness challenges and opportunities specific to the community and provides leadership to develop culturally relevant and safe community health programs and services that will meet the health needs of the community.

Requirements – What you bring to the Organization:

- A University Degree in Human Services, Health Sciences or a related field (e.g., nursing, health care management, home support worker, social development or other related degree). An acceptable combination of education, training and experience will be considered.
- Successful completion of the First Nations Health Directors Association Certification Program.
- Significant, recent and relevant experience working in a health setting; including the development, implementation, delivery, monitoring and evaluation of health and



social services programs and services.

- Experience in the development of culturally relevant and safe programs and services, including monitoring and evaluation, ideally with a health and social services focus.
- Demonstrated experience in people management including describing work, recruitment, learning, development and career planning, coaching, mentoring, and performance management.
- Experience in collaborative planning at a community level, ideally with a health and social services focus, and including monitoring and evaluation.
- Experience in the collaborative and integrated development, implementation, monitoring and reporting on community health and wellness plans
- Performs other related duties and responsibilities as assigned.
- Ability to provide and maintain a clear criminal record check.
- Full vaccination against COVID-19 is mandatory for this position and operation (the LSLB will however adhere to its duty to accommodate those who are unable to be fully vaccinated for a reason related to human rights protected ground).

Specific Duties and Responsibilities:

- Provide leadership and direction to planning, organizing, implementing, maintaining and evaluating health and wellness programs and services, incorporating input from community and other health system professionals.
- Proactively build and nurture collaborative and respectful working relationships with First Nations in BC, health and wellness partners, and government agencies; utilizing these relationships as an avenue to assist the community to achieve its health and wellness goals and objectives.
- Communicate and coordinate intervention, directly or indirectly, in emergency, trauma and crisis situations.
- Ensure emergency management, preparedness planning and/or pandemic planning is in place.
- Ensure programs and services are in compliance with legislation and organizational policy, processes and procedures.
- Ensure financial management of programs and services and proactively seek out diverse funding sources.
- Lead and provide day-to-day supervision of health staff and contractors. Foster a cooperative and collaborative working environment through team activities and personal leadership, including the management and resolution of conflicts.
- Prepare and monitor work plans, including reporting through regular and annual reports.
- Participates as a member of the management team within the Wellness sector of the organization.
- Lead a healthy lifestyle grounded in cultural tradition, including achieving work/life balance and engaging in self-care, and promotes this to community members and staff.



- Excellent organizational skills with the ability to manage priorities and meet deadlines.
- A commitment to providing client service by providing advice and support to management on strategic matters.

What we will provide:

- Full-time, permanent role with benefits
- Growth opportunities
- Competitive compensation package

Application Deadline:

Open until filled

Preference may be given to applicants of Indigenous Ancestry. If you possess the necessary qualifications and skills, please forward your cover letter and resume:

Email: hr@lslb.ca
Fax: 250-679-3220
In Person: Little Shuswap Lake Band Office
1886 Little Shuswap Lake Road
Chase, BC
VOE 1M2

NOTE: While we thank you for your interest in Little Shuswap Lake Band, we will only be contacting the short-listed candidates. We are an Equal Employment Opportunity employer. Employment decisions are based on merit and business needs, and not on race, color, creed, age, sex, gender, sexual orientation, national origin, religion, marital status, medical condition, physical or mental disability, military service, pregnancy, childbirth and related medical conditions or any other classification protected by federal, provincial, and local laws and ordinances. Reasonable accommodation is available for qualified individuals with disabilities, upon request. This Equal Employment Opportunity policy applies to all practices relating to recruitment and hiring, compensation, benefits, discipline, transfer, termination and all other terms and conditions of employment. While management is primarily responsible for seeing that equal employment opportunity policies are implemented, you share in the responsibility for assuring that, by your personal actions, the policies are effective.