



Where ideas work

**Associate Deputy Minister
Indigenous Health and Reconciliation
Ministry of Health
Various locations in BC***

The Ministry of Health has overall responsibility for ensuring that quality, appropriate, cost-effective, and timely health services are available for all British Columbians. The province's health authorities are the organizations primarily responsible for health service delivery. The ministry also works in partnership with the First Nations Health Authority (FNHA) to support the health and wellness of First Nations people in British Columbia. The FNHA is responsible for planning, management, service delivery and funding of health programs, in partnership with First Nations communities in BC. In addition, the ministry works with Métis Nation British Columbia and the BC Association of Aboriginal Friendship Centres to support the health and wellness of Métis citizens and urban Indigenous peoples in the province.

Indigenous Health and Reconciliation (IHR) works alongside Indigenous partners to address Indigenous-specific racism and improve the health and well-being of Indigenous peoples in B.C. IHR provides Indigenous-led strategic priorities, legislation, policy and program development in the Ministry of Health, and cross-government where appropriate. IHR also supports the Ministry in its own journey to embed cultural humility, anti-racism and the upholding Indigenous human rights throughout ministry initiatives.

The Associate Deputy Minister, together with the Vice Presidents Standing Committee on Indigenous Health, provides strategic direction, leadership and advice to health authorities and the broader health sector. The Associate Deputy Minister has responsibility for contributing towards achieving the health services mandate and strategy set forth by central government and, reporting through the Deputy Minister, is the executive responsible for the development, operation, and management of government policy and programs that govern Indigenous health services of Indigenous People throughout British Columbia.

The ideal candidate for this role will be Indigenous and have strong connections to First Nations, Métis and urban Indigenous communities in BC. They will understand

the complexity of the Indigenous health landscape in the province, the colonial roots of the legal, political and health care systems and the history, experiences and needs of First Nations, Métis and Inuit people in BC health care.

An exceptional communicator with extensive senior level experience, the ideal candidate will understand the nuance of a complex, politically sensitive environment and will use their multi-disciplinary approach and holistic social, economic, business and public sector perspective to build consensus across diverse partnerships.

**The successful candidate will work on a routine basis out of Victoria and accommodating a home location outside of Victoria will be considered.*

A complete role description and listing of qualifications is below. The appointee will be required to consent to a criminal record check.

The BC Public Service is committed to creating a [diverse workplace](#) to reflect the population we serve and to better meet the needs of our citizens. Consider joining our executive team and being part of an innovative, inclusive, and rewarding organization.

To apply please email a clear and concise cover letter and resume in one document (.pdf) to Executive Recruitment at: Executive.Recruitment@gov.bc.ca by August 29, 2023. Please note the application document must be in .pdf format. Email Executive Recruitment if assistance is needed. Thank you to all who express interest.

Associate Deputy Minister, Indigenous Health and Reconciliation
Ministry of Health
Various locations in BC*

Salary range \$219,400 - \$265,700 per annum

Ministry Overview

The Ministry of Health (the Ministry) has overall responsibility for ensuring that quality, appropriate, cost-effective, and timely health services are available for all British Columbians. The province's health authorities are the organizations primarily responsible for health service delivery. Five regional health authorities deliver a full continuum of health services to meet the needs of the population within their respective geographic regions. A sixth health authority, the Provincial Health Services Authority (PHSA), is responsible for provincial clinical policy, the delivery of provincial clinical services, provincial commercial services, and provincial digital and information management and information technology operational planning and services. The Ministry also works in partnership with the First Nations Health Authority (FNHA) to support the health and wellness of First Nations people in British Columbia (BC). The FNHA is responsible for planning, management, service delivery and funding of health programs, in partnership with First Nations communities in BC. In addition, the Ministry works with Métis Nation BC and the BC Association of Aboriginal Friendship Centres to support the health and wellness of Métis citizens and urban Indigenous peoples in the province.

Associate Deputy Minister

Associate Deputy Ministers play a pivotal role in leading organizations in the execution of government's strategic corporate agenda. As key contributors, Associate Deputy Ministers commit to action the business goals of government and their ministry, support the Deputy Minister, and develop strategies to implement government policy. Associate Deputy Ministers are accountable for the execution of strategies to achieve goals and are measured for their performance.

Associate Deputy Ministers must balance between the goals of their own organization and those of their ministry and government. They recognize that they are part of a larger portfolio and may be asked to sacrifice their own objectives to achieve corporate success while ensuring risks are identified and mitigated to the extent possible. Within a corporate perspective, the Associate Deputy Minister applies analysis and experience to deploy resources effectively. Associate Deputy

Ministers develop and continually measure performance for their organization in pursuit of its goals.

Accountabilities

Associate Deputy Ministers may have statutory responsibilities, as outlined in legislation. Associate Deputy Ministers provide advice and support to the Deputy Minister, recommend and implement government policies, plan strategies and provide leadership within the organization.

The Associate Deputy Minister builds and maintains strong collaborative relationships with partners and stakeholders; the citizens of British Columbia and their representatives at all levels of government, First Nations, Métis organizations, community groups, non-profit societies, schools, service organizations, businesses, and industry associations.

The decision-making relationship between a Deputy Minister and an Associate Deputy Minister may be interwoven. Distinctions in role and responsibilities will vary depending on the specific context, mix of leadership styles and demands of each position.

In carrying out their responsibilities, the executive team of Deputy Minister, Associate Deputy Minister and Assistant Deputy Ministers provide leadership to ministry staff who, in turn, provide policy advice and functional expertise. The executive team has responsibility for delivering government services within a ministry's portfolio. This responsibility carries with it the obligation to ensure services are provided equitably and efficiently.

As leaders, Deputy Ministers and Associate Deputy Ministers model the preferred culture of their organization and support, protect and motivate individuals within their organization.

As a member of the Ministry executive, the Associate Deputy Minister participates in the corporate management of the Ministry, and advises the Minister and Deputy Minister on strategic, operational, and politically sensitive issues. The Associate Deputy Minister is accountable to the Deputy Minister for the delivery of services and programs in accordance with legislation, policy, and standards.

This position ensures linkages through and within the health sector, as well as, a variety of federal, provincial, and municipal governance tables and agencies to

recommend strategic responses to health sector issues and ensures health programs and government policy, standards and guidelines are appropriately maintained.

The Associate Deputy Minister works closely with the Vice Presidents Standing Committee on Indigenous Health - comprised of the Indigenous senior leadership from each of the health authorities. In addition, the Associate Deputy Minister provides leadership within the Ministry for the development of health sector policy, legislation, strategy, and programs. Other accountabilities include:

- Implementing government policies and decisions, leading and directing staff, and ensuring activities are aligned with the government's corporate strategic agenda
- Ensuring the department's structure, systems and processes, enable staff to effectively and efficiently implement programs and services
- Ensuring the human, fiscal, information and program resources are maximized and effectively managed to meet goals
- Modeling sound public service values
- Fostering leadership skills throughout the organization and ensuring that human resource management plans meet future resource needs.

Division Overview

Indigenous Health and Reconciliation Division

Indigenous Health and Reconciliation (IHR) works alongside Indigenous partners to address Indigenous-specific racism and improve the health and well-being of Indigenous peoples in B.C. IHR provides Indigenous-led strategic priorities, legislation, policy and program development in the Ministry of Health, and cross-government where appropriate. The IHR works in partnership with the First Nations Health Authority, Métis Nation B.C., B.C. Association of Aboriginal Friendship Centres, Indigenous Services Canada, Office of the Provincial Health Officer, B.C. health authorities, provincial ministries and agencies, and other health system partners.

IHR also supports the Ministry in its own journey to embed cultural humility, antiracism and the upholding Indigenous human rights throughout the Ministry initiatives.

Indigenous Health Agreements and Priorities

The Ministry of Health works with the Vice Presidents Standing Committee on Indigenous Health, as well as First Nations and Métis and health system partners to support the health and wellness of Indigenous peoples, grounded in

collaboration based in reciprocal accountability and Indigenous self-determination.

- In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care
- B.C. Tripartite Framework Agreement on First Nations Health Governance
- Métis Nation Relationship Accord II – currently being redrafted by MIRR and MNBC as the Métis Equity and Reconciliation Agreement
- Ministry Service Plan and Health Authority Mandate Letter
- Letter of Mutual Accountability
- Declaration on the Rights of Indigenous Peoples Act
- Ministry of Health Collaborative Actions from the Declaration on the Rights of Indigenous People Act Action Plan 2022-207
- [Declaration of Commitment to Cultural Safety and Humility](#)
- [FNHA-HSO Cultural Safety and Humility Standard](#) (forthcoming May 2022)
- Métis Public Health Surveillance Program – [Baseline Report](#)
- Treaties and Reconciliation Agreements

Position Overview

The Associate Deputy Minister together with the Vice Presidents Standing Committee on Indigenous Health provide strategic direction, leadership and advice to health authorities and the broader health sector. The Associate Deputy Minister Indigenous Health and Reconciliation partners with and supports the Deputy Minister of Health. Together they support Senior Ministry Executive members and Leadership Council.

The Associate Deputy Minister has responsibility for contributing towards achieving the health services mandate and strategy set forth by central government and, reporting through the Deputy Minister, is the executive responsible for the development, operation, and management of government policy and programs that govern Indigenous health services of Indigenous People throughout British Columbia.

Accountabilities

- Shared proactive accountability with the Vice Presidents Standing Committee on Indigenous Health for the work required to implement the *In Plain Sight* recommendations, other Indigenous health priorities and to promote systemic change to address Indigenous-specific systemic racism.

- Reporting to the Deputy Minister of Health, the Associate DM leads the Ministry's role in implementing the recommendations of *In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care*.
- Coordinate system-wide responsibility and accountability in addressing Indigenous-specific racism, enabling cultural humility and antiracism practices across the health system and ensuring the measurements of Indigenous cultural safety.
- Provide dedicated leadership, capacity and effort within the Ministry on matters of Indigenous health and wellness.
- Ensure consistent visibility of addressing Indigenous-specific racism, cultural humility and antiracism in Ministry policy, strategy, detailed operating plans and mandate letters.
- Work with appropriate partners and organizations in the health system to develop a renewed approach to, and placement of, functions for knowledge development and exchange in Indigenous-specific racism and Indigenous cultural safety and humility.
- Navigate work with the *In Plain Sight* Task Team and other partners as required.
- At all times ensures the standards of consultation and co-operation with Indigenous peoples are upheld consistent with the United Nations Declaration on the Rights of Indigenous People (UNDRIP).

Qualifications

The successful candidate will be Indigenous and have strong connections to First Nations, Métis and urban Indigenous communities in BC. They will understand the complexity of the Indigenous health landscape in the province. The candidate will understand the colonial roots of the legal, political and health care systems and an understanding of the history, the experiences and the needs of First Nations, Métis and Inuit people in BC health care.

The successful candidate will have a strong foundation in cultural humility and antiracism training and practices alongside an understanding of the Declaration Act. The successful candidate will also have a thorough understanding and experience in how to navigate and guide Indigenous partnerships and engagement in alignment with the Declaration Act.

The successful candidate will have leadership skills and knowledge to bring Indigenous ways of being and knowing into the Ministry and across the public service. The Associate DM will have the ability to bring two-eyed seeing¹ into their

¹ [Guiding Principles \(Two Eyed Seeing\) | Integrative Science](#)
August 2023

leadership roles in strategic planning, formulating policy, strategies and business plans deploying teams.

The successful candidate will have experience: working with a wide range of partners including First Nations and Métis leadership; building consensus and solving disputes; critically assessing business practices and strategies in the context of a statutory requirements that provides flexibility and discretion; and, with successful major project oversight within complex governance structures.

The successful candidate will have a related post-secondary degree combined with demonstrated leadership experience at an executive level; or an equivalent combination of education, training and experience.

The candidate has significant recent experience at a senior executive level, within a complex, politically sensitive environment with an appreciation for, and an understanding of the complexities, issues and priorities within the portfolio's sphere of influence. In addition, the candidate will have a multi-disciplinary approach and a complex social, economic, business and public sector perspective.

The Associate Deputy Minister has exceptional communication skills, the ability to effectively manage a diverse portfolio of multiple partners with competing priorities and an ability to negotiate solutions with competing interests in a demanding, fast paced environment.

The ideal candidate is a strong problem solver, known for creating innovative solutions, and for engendering trust, building strong relations with the ability to work effectively and collaboratively as part of a diverse team is essential.

A proven record of establishing and meeting goals, leading and mentoring people and teams, promoting accountability, effectively developing and deploying teams.

**The successful candidate will work on a routine basis out of Victoria and accommodating a home location outside of Victoria will be considered.*

The appointee will be required to consent to a criminal record check.

Competencies

To achieve government's **Vision**, Associate Deputy Ministers must position and structure their organization to maximize its effectiveness. Associate Deputy Ministers practice **Strategic Thinking** in translating the vision to goals and

strategies and support their accomplishment through facilitation and leading change.

In **Partner and Stakeholder Relationships**, Associate Deputy Ministers ensure that they are enhancing the organization's relationships with external partners and stakeholders. This includes building strategic alliances, managing conflicts among different partners and stakeholders, negotiating effectively to derive optimum solutions and effectively communicating ideas, analyses and proposals to partners and stakeholders.

Associate Deputy Ministers model **Integrity and Authenticity**, building a culture of trust, integrity, risk taking and creative thinking in the organization through demonstrating personal integrity, using feedback to self-improve, following through on commitments and acting consistently with the espoused values and culture of the organization.

In **Leading People**, Associate Deputy Ministers must motivate, empower and lead employees to accomplish goals and objectives, rewarding high performance, promoting empowerment, and developing their employees, providing opportunities for growth, and managing issues with their organization.

BC PUBLIC SERVICE LEADERSHIP EXPECTATIONS

- Be a model and advocate of the BC Public Service Values and Standards of Conduct in professionally serving government to the highest ethical standard.
- Be an active enabler of innovation and engagement as keys to maintaining and enhancing public trust and confidence.
- Demonstrate foresight and understanding of our modern, digital context to better service citizens.
- Be proactive, resilient and nimble, taking thoughtful, calculated risks.
- Be biased to action and removing unnecessary complexity to deliver the best possible service and outcomes for citizens.
- Act to improve the corporate capacity, capability and commitment of the public service.

The professional values of the BC Public Service
Courage, Teamwork, Curiosity, Service, Passion, Accountability
Always with integrity