



Where ideas work

**Deputy Minister
Ministry of Health
Various Locations in BC**

The Ministry of Health has overall responsibility for ensuring that quality, appropriate, cost-effective, accessible, and timely health services are available for everyone in British Columbia.

The Ministry of Health works with Health Authorities, care providers, and other organizations to guide and enhance health services. The ministry provides leadership, direction and support in setting province-wide goals, standards and expectations for health service delivery. It also has oversight of key programs such as Pharmacare and the Medical Services Plan.

The Ministry of Health works in partnership with Indigenous Governing Bodies and representative organizations to support Indigenous human rights and the health and wellness of Indigenous people in British Columbia.

The Deputy Minister supports the Deputy Minister to the Premier by contributing to policy development and planning and implementation of cross ministry initiatives, in close collaboration with key partners. The Deputy Minister also provides advice and support to the Minister and acts as the main interface between the political and administrative functions of government. The Deputy Minister oversees the development of service standards according to the changing landscape of public needs, government policy and available resources. They will also build strong ties with the senior leadership of the Health Authorities through the Leadership Council.

The ideal candidate for this role will be an experienced, people-focused senior leader who thrives within a large, complex environment with multiple lines of business. Excelling in a role with demanding work challenges, this exceptional leader works effectively in the public sector and has substantial experience managing high-profile, sensitive, and complex issues with multiple partners in diverse environments. They bring with them a proven track record of robust change management and a focus on data-informed decision making.

This exemplary leader models a unique combination of political acumen and experience with vulnerable populations, balancing their ability to creatively solve

problems within a public sector setting with their knowledge of the nuances of the health sector. Innovative and collaborative, this candidate will be able to build fruitful relationships with clients, staff, partners and colleagues alike. Dedicated to cultural safety and grounded by their own cultural humility, this trustworthy candidate builds strong and ongoing partnerships with Indigenous people. A natural communicator, they embrace the need for responsive decision-making in a high-profile, politicized setting, responding in a clear and balanced way to emergent issues.

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 December 13, 2024. Please note the application document must be in .pdf format. Email Executive Recruitment if assistance is needed. Thank you to all who express interest.

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Salary Range \$309,300 to \$349,200 per annum

Ministry Overview

The Ministry of Health (the Ministry) has overall responsibility for ensuring that quality, appropriate, cost-effective, accessible, and timely health services are available for all British Columbians. The BC health system is one of our most valued social programs - virtually every person in the province will access some level of health care or health service during their lives.

The Ministry works with health authorities, health care providers, agencies and other organizations to guide and enhance the province's health services to ensure that British Columbians are supported to maintain and improve their physical and mental health and ensure the ongoing health of the population. The Ministry provides leadership, direction and support to health service delivery partners and sets province-wide goals, standards and expectations for health service delivery by health authorities. The Ministry enacts this leadership role through the development of social policy, legislation and professional regulation, through funding decisions, negotiations and bargaining, and through its accountability framework for health authorities. It also has oversight of planning for health Human Resources and delivery of key programs such as Pharmacare and the Medical Services Plan.

Consistent with its obligations and commitments under the *Declaration on the Rights of Indigenous Peoples Act*, the Ministry works in partnership with Indigenous Governing Bodies and representative organizations, including the First Nations Health Authority (FNHA), Métis Nation BC and the BC Association of Aboriginal Friendship Centres to support Indigenous human rights and the health and wellness of Indigenous people in British Columbia.

Position Overview

The Deputy Minister is appointed by Order in Council. The Deputy Minister reports to the Deputy Minister to the Premier in ensuring that all over-arching policies of government are communicated and coordinated, and that matters and sensitive

issues requiring strategic direction on the part of government are monitored to ensure their expeditious resolution.

As a member of government's executive team, the Deputy Minister supports the Deputy Minister to the Premier by contributing to policy development and planning and implementation of cross ministry initiatives. The Deputy Minister works in close collaboration with key partner Ministries who have accountability for health services for specific populations or key supports to the health sector (e.g. Ministry of Children and Family Development, Ministry of Public Safety and Solicitor General, Ministry of Post Secondary Education and Future Skills).

The Deputy Minister provides advice and support to the Minister and acts as the major interface between the political and administrative function of government.

To achieve the goals and objectives of the business plan while adapting to evolving public and stakeholder needs, the Deputy Minister provides transparent leadership and direction through strategic thinking and a results-oriented approach. Building a strong team within the Ministry and with the senior leadership of the Health Authorities through the Leadership Council is essential. The Deputy Minister ensures organizational policies are aligned with government's vision and is responsive to the changing landscape of public need, while considering stakeholder needs and expectations.

As the administrative head of the organization, the Deputy Minister leads, mentors, coaches and develops an executive management team, managing the issues and challenges related to service delivery, often through partnerships with other governments and the private sector, and through effective resource management. Relationship building is key in working with diverse internal and external stakeholder groups, as the Deputy Minister oversees the development of service standards according to the needs of citizens and within the realm of government policy and available resources.

Accountabilities

The Deputy Minister supports the Minister by:

- Providing strategic advice on policy issues and program decisions, including complete information and supporting analysis.

- Providing options for action, including potential risks and consequences, to ensure an informed decision by the minister and government.
- Representing the Minister in communicating the department's business and policy agenda.
- Managing significant and complex issues, along with stakeholder expectations, on behalf of the Minister and the government, through presentation and discussion of factors impacting government decisions and actions.

The Deputy Minister supports the Deputy Minister to the Premier and furthers the strategic corporate agenda by:

- Establishing positive and effective relationships and collaborating with public service leaders from other departments as part of the corporate leadership group and membership on the Deputy Ministers' Council.
- Establishing effective relationships with other jurisdictions and organizations to define issues and to serve the government's goals and public interest.
- Developing business plans and strategies which support the corporate agenda over the long term.
- Championing and participating in corporate strategic and cross ministry initiatives.

The Deputy Minister leads the organization by:

- 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.
- Ensuring a proactive and transparent approach to fiscal management in partnership with the Ministry of Finance.
- Optimizing the use of data and analytics to understand the trends, successes, opportunities and challenges faced by the Ministry and the Health Sector in meeting the needs of the public.
- Modeling sound public service values.

- Fostering leadership skills throughout the organization and ensuring that human resource management plans meet future resource needs.

Qualifications

The BC Public Service is committed to a workplace that is representative of the diversity of the people of British Columbia and facilitates services to public we serve. Preference may be given to applications from visible minorities including Indigenous, Black, and other people of colour (BIPOC), women, those with diverse sexual orientation or gender identity (2SLGBTQIA+) and/or others having abilities and experiences with diversity.

Education and Experience

The successful candidate should possess a master's degree in a related discipline (or equivalent combination of education and experience) and have significant experience at an executive or senior management level.

The successful candidate will be an experienced people-focused senior leader/executive who thrives in a large, complex environment with multiple lines of business, an environment with demanding work challenges, and works effectively in the public sector.

Significant, proven executive or senior leadership experience in:

- Managing high-profile, sensitive, and complex issues with multiple partners in diverse environments.
- Leading a diverse team of professionals (local and virtual) as well as mentoring and developing high-performance teams of highly skilled professionals.
- Use of analytics to understand the finances (operational and capital), program delivery and related results and their relationship to overall outcomes.
- Presenting and advising senior executive/ministers on complex and/or contentious issues.
- Leading policy development and program delivery in a public sector environment.
- Leading change in a complex setting.
- Shaping, guiding, and providing inclusive and collaborative leadership on reconciliation initiatives, strategies, and legislation.
- Advancing reconciliation with Indigenous peoples.

- Establishing collaborative relationships with senior leaders across organizations to plan and implement strategies and objectives.
- Leading organizational change associated with implementation.
- Co-developing programs with Indigenous partners.
- Identifying priorities and balancing capacity/timelines in consideration of resource availability and external agendas.
- Working closely with key internal and external stakeholders to influence cooperation, collaboration and build partnerships.

Preferences may be given to candidates with:

- Experience working in the health sector.
- Experience working in a government context, providing direct service to citizens.
- Experience working with vulnerable populations.

Knowledge, Skills and Abilities

- Proven track record in building and sustaining high performing teams focused on delivering goals and objectives with robust change management and commitment to use of data to inform their work.
- Ability to establish and maintain effective working relationships with colleagues, clients and partners that help the organization achieve its goals and objectives.
- Ability to lead and formulate innovative approaches and strategies when developing business and strategic plans, creating innovative solutions, including the use of technology and emerging best practices in service delivery methodologies.
- Strong problem-solving abilities and ability to make critical decisions in a high-profile, political portfolio which requires responding to emergent issues.
- Ability to communicate effectively with a diverse range of audiences.
- Ability to navigate politically sensitive or complex issues, strong political acumen.
- Cultural humility, cultural safety and anti-racism, enabling strong and trusting relationships with Indigenous people.
- Understanding of and ability to navigate and guide Indigenous partnerships and engagement in alignment with the Declaration Act.

Preference may be given to candidates with:

- Knowledge of 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 health care.

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

Competencies

To achieve government's **Vision**, this role must position and structure their organization to maximize its effectiveness. This role is responsible for practicing **Strategic Thinking** in translating the vision to goals and strategies and supports their accomplishment through facilitation and leading change.

In **Stakeholder Relationships**, this role ensures that the organization's relationships with external partners and stakeholders are enriched and supported. This includes building strategic alliances, managing conflicts, negotiating effectively, and effectively communicating ideas, analyses, and proposals to stakeholders.

This role models **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 **Cultural Agility** Deputy Ministers will have the ability to work respectfully, knowledgeably, and effectively with Indigenous peoples. It is noticing and readily adapting to cultural uniqueness to create a sense of safety for all.

ADM's exhibit **Executive Presence** which involves knowledge and skills in influencing others and having an observable impact at the executive level, through personal credibility, leadership, confidence, and an understanding of other people's perspectives and interests.

In **Leading People** this role motivates, empowers, and leads employees to accomplish goals and objectives, by promoting empowerment, developing, and engaging employees, providing opportunities for growth, and managing issues with the 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