



INTERNAL/EXTERNAL

EMPLOYMENT OPPORTUNITY

PROGRAM AREA: Health
POSITION TITLE: Director of Health
DURATION: Full-Time Position
CLOSING: March 26, 2026

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CHIEF
Shane Tabobondung

CHIEF COUNCILLOR
Elizabeth Taylor

COUNCILLORS
Walter Tabobondung
Neil Swanson
David Rice
Pazhe Rice-Menominee

Position Summary:

Wasauksing First Nation is accepting applications for a Director of Health. The Director of Health is responsible for the day-to-day management of the Health Department, ensuring that the scope of services is in keeping with the mission, vision and values of the Wasauksing First Nation and putting in place workplace structures and processes which foster a healthy work environment, making the Wasauksing Health Department an employer of choice. The Director of Health is responsible for the management of human and financial resources and health programs of Wasauksing. The Director provides leadership and direction in key areas such as resource planning, change management, and health programs.

Job Duties & Responsibilities:

- Provides leadership to improve performance and enhance the quality of the work environment in the Health Department.
- Utilizes knowledge and abilities in leadership based on a shared vision when planning and implementing programs and policies.
- Facilitates and employs a team approach; valuing team members, encouraging full participation and showing staff appreciation. Seeks feedback from the team and provides feedback.
- Builds capacity within the organization.
- Works with the team to collectively set objectives and change processes in areas requiring improvement.
- Guides and manages change, consistent with the vision and values of the Health Department.
- Demonstrates knowledge of Anishinabe culture and history and understands how these impacts on communication patterns, attitudes and approaches to health issues.
- Establishes and maintains effective relationships.
- Collaborates with administration, health care professionals, para-professional and clerical staff to provide effective health care delivery.
- Uses skills to create and sustain partnerships.
- Advocating for healthy public policy and services that promote, protect and enhance the health and wellbeing of individuals and communities.
- Motivates and mobilizes staff towards Health Department goals.
- Demonstrates effective public relations and communication skills while seeking opportunities to participate in joint education and program planning processes.

- Effectively recruits and retains qualified staff.
- Provides effective supervision to staff.
- Understands the roles and functions of: establishing standards, monitoring people and processes to maintain standards, assisting staff to reflect on practice and work performance, providing guidance
- Mentors and coaches staff to promote professional development.
- Identifies human resource needs to maintain a safe, therapeutic environment.
- Manages the recruitment, selection, appraisal (including discipline) and development of staff.
- Promotes a healthy work environment. Understands and follows applicable laws, regulations, and other standards to establish and maintain a safe work environment, including the Labour Standards Code and the Occupational Health legislation.
- Prepares financial statements, budgets, financial reports, special analysis and information reports.
- Ensures efficient and effective financial management of health programs and services. Plans, directs and monitors all activities of budgeting and expenditures for the Health Department.
- Develops a budget within forecasted revenues, using a structured budget preparation process.
- Able to carry out budget monitoring and review processes. Communicates budget monitoring information and can defend rationale for budget items to the Chief Executive Director or the Director of Finance.
- Uses the computer to manage information and financial data, and to analyze and measure performance.
- Manages health service delivery.
- Provides direct supervision and guidance to all health staff and ensure that all policies and procedures are being followed and adhered to at all times, in a professional and effective manner, in carrying out the business of the Health Centre.
- Prepares a Community Health Plan based on community needs, priorities and care program activities.
- Supports community development, ownership, consultation, empowerment, capacity building, and respect in relation to health care delivery.
- Ensures that health and safety rules are respected. Identifies dangers and takes preventative measures and/or make recommendations to the Chief Executive Director.
- Plans, implements and evaluates policies and programs based on evidence and relevance to community health needs and plans.
- Provides leadership in program development, implementation and evaluation, maximizing available resources and based on plans.
- Collects, assesses, analyzes and applies information, including data, facts, concepts and theories, using them to manage both projects and systems.
- Consults and collaborates with other health care professional members of the team to ensure community health programs are appropriate and directed towards community needs.
- Collaborates with Health Department staff to address disaster planning and emergency preparedness.

- Effectively exchanges ideas, opinions and information to different audiences.
- Performs a range of communications activities with individuals, families, groups, communities, staff, colleagues, and internal and external programs and organizations. Uses effective and culturally safe communication approaches.
- Effectively negotiates with medical and non-medical staff internally, and with people in external organizations, e.g. social services, voluntary groups or the private sector.
- To protect the integrity, security and confidentiality of any personal health information in the electronic health records being held by the First Nation.
- To perform assessments with respect to threats, vulnerabilities and risks to the security and integrity of the personal health information in the electronic health record.
- Implements quality improvement activities.
- Applies key elements and process of continuous quality improvement.
- Understand the policies and processes that need to be in place to promote client safety.
- Works with Health Department staff to review, reassess, and revise programs to ensure they remain relevant and are in response to the community's evolving needs.
- Completes appropriate program reporting templates as per program guidelines.
- Able to generate creative solutions.
- Adhere to all policies and procedures of Wasauksing First Nation and any other relevant policies and procedures from external agencies and partners
- Perform other duties.

Education & Experience:

- Successful completion of a degree in a health-related field such as: health sciences, health promotion or nursing.
- Master's degree in health administration, nursing, community health, health promotion, public health or a related field is an asset.
- Preferably three to five years management experience working in a Health Centre or a First Nation Health Centre.
- Knowledge of Federal, Provincial and Municipal legislation and regulations such as the Health Protection and Promotion Act, Freedom of Information and Protection of Privacy Act, Personal Health Information Protection Act (PHIPA), Health Care Consent Act, Child and Family

Other Requirements:

- Services Act, Occupational Health and Safety Act, Ontario Public Health Standards (2008).
- Experience in working with health professionals and para-professionals in a multi-disciplinary and inter-disciplinary teams.
- Demonstrated competence in team building, conflict management and interpersonal effectiveness.
- Demonstrated planning, organizational, prioritization and time management skills.
- Demonstrated problem solving skills and ability to use good judgment in making decisions.
- Knowledge and understanding of the Anishinabe peoples is a definite asset.
- Knowledge of leadership and management principles and practices.

- Knowledge of strategic and operational planning and program review.
- Ability to work independently pursuing objectives and adapting resources to meet projected timelines and goals using innovative and creative solutions in program development and management.
- Ability to partner with community programs and resources.
- Ability to effectively communicate in writing and verbally.
- Ability to motivate staff and take initiative.
- Able to work a flexible 40 hours per week as set by the Wasauksing First Nation Administration in response to community needs.
- Physical capabilities to perform the duties of the position.
- Travel may be required.
- Must possess a valid Ontario Driver's Licence and reliable vehicle.
- Include a CPIC (Criminal records check) requirement if working with children or the elderly.

Applications must be received no later than **March 26, 2026 @ 4:00 pm**

Please send your resume with a cover letter, contact information and two recent employment references to:

Brianna MacFarlane- HR Administrator

Email: hradmin@wasauksing.ca

We also accept online applications through:

<https://wasauksing.bamboohr.com/careers>

Or package may be dropped off at the following physical address:

**Administration Office
1508 Geewadin Road Lane G
Wasauksing First Nation**

Preference may be given to Indigenous candidates with relevant on reserve employment experience and/or those with knowledge and understanding of the Wasauksing First Nation History and Community.

Only those selected for an interview will be contacted. We wish to thank everyone for their application.