

Director, Sub-Regions

The **Champlain Local Health Integration Network (LHIN)** is one of fourteen LHINs established in Ontario by the Ministry of Health and Long-Term Care. Our mandate is to plan, coordinate, integrate and fund health care services at the regional level. The Champlain LHIN also delivers home and community care services, providing a wide range of health care services and resources to support over 58,000 patients each year at home, at school or in the community.

Primary Purpose/Position Summary:

The Director, Sub-Regions provides leadership for the planning, integration, and performance management of health services at the sub-region level.

Key Accountabilities and Responsibilities:

- Leads health system planning, integration, coordination, service innovation and quality improvement across health care service providers and leads the planning and implementation of major initiatives, specifically for a sub-region.
- Maintains an awareness of current issues in the health care system related to the Integrated Health Service Plan strategic priorities, with a particular emphasis on sub-region issues related to the implementation of change initiatives.
- Analyzes sub-regional health care system to identify gaps and opportunities, initiating action to address provincial strategic priorities.
- Coordinates cross-functional teams of staff in other divisions in order to comprise a virtual team to support sub-regional functions.
- Leads internal and external stakeholders in the implementation of change initiatives, negotiates the implementation of agreements with provider stakeholders and manages complex stakeholder relationships.
- Coordinates and aligns with sub-regional Clinical and Home and Community Care Leads, providing leadership and direction for central resources supporting sub-regional activities.
- Directs the development of project plans for the implementation of change initiatives that harnesses cross-functional expertise.
- Partners with other LHIN directors to ensure the alignment of regional and local planning.

- Shares best practices on health system integration with other LHINs and participates in provincial dialogues related to the areas of emphasis in his or her department.
- Represents the LHIN in negotiations and discussions with counterparts and those at more senior levels in constituent communities, provincial and local governments, non-government organizations and private interests.
- Acts as a key representative at the LHIN to evaluate and report on health care system integration and coordination performance, development and implementation of best practices and recommends changes to existing programs and allocation of funds with a focus on the sub-region level.
- Monitors the Quality Based Procedures and Wait Time allocations for the sub-region and associated performance indicators to support in-year reallocations and the identification of areas for performance improvement.
- Performs human resource activities, including recruitment, performance management, talent development and coaching of direct reports.

POSITION REQUIREMENTS:

Education:

Master's degree in health administration, or a related field

Experience:

- Senior level experience in complex and dynamic environments in one or more of the following fields: health care planning, system planning, health care service delivery.
- Demonstrated understanding of local health issues, priorities and needs, while recognizing the broader trends in health care policy and system development.
- Familiarity with the Ontario health care system, and its stakeholders, structures and processes.
- Proven experience to lead large-scale, complex change initiatives requiring advanced skills in project, resource and change management.
- Demonstrated experience in successfully leading highly effective teams and managing human resources.
- Demonstrated understanding of the needs of Aboriginal peoples (urban and community) and Francophone communities.
- Proficiency with Microsoft Office tools, particularly Excel, Word and PowerPoint.
- Experience with Microsoft SharePoint is an asset.

Language:

Ability to communicate in English and French is mandatory.

To obtain a full job description, and to submit your cover letter and resume, please contact Human Resources at HR.Champlain@lhins.on.ca by **5 p.m. on Friday, September 15, 2017**, noting **“Director, Sub-Regions”** in the subject line.

We thank all who apply; however, only those selected for an interview will be contacted.

Individuals with a disability requiring accommodation during the application and/or the interview process should advise the recruitment contact at HR.Champlain@lhins.on.ca so arrangements can be made. The LHIN is an equal opportunity employer and all applicants are welcome.

For more information about the LHINs, please refer to our website: www.champlainhin.on.ca.