



Weeneebayko Area Health Authority
19 Hospital Drive
P.O. Box 664
Moose Factory, ON
P0L 1W0
Canada

EMPLOYMENT OPPORTUNITY:

Title: Director of Human Resources
Division: Leadership
Site: Weeneebayko General Hospital (Moose Factory, Ontario)
Status: Permanent Full-Time

T: 705-658-4544
W: www.waha.ca

The **Weeneebayko Area Health Authority (WAHA)** is seeking an experienced leader to fill the key role of **Director of Human Resources**. A member of the leadership team, you will have leadership of the HR, Compensation and Benefits, and Occupational Health, Safety, and Wellness teams.

The Organization

The **Weeneebayko Area Health Authority (WAHA)** is a unified, integrated First Nations Regional Health Authority and delivers most health services to area residents in the communities of Peawanuck, Attawapiskat, Fort Albany, Kashechewan, Moose Factory, and Moosonee. These services include primary care, nursing service, pre-hospital, acute hospital care, mental health services, diabetes education, dental services, and support services.

Position Profile Requirements

- Demonstrated commitment to personal and professional development
- Motivational leader that encourages, inspires, and encourages team growth
- Manages within the LEADS framework
- Proven record of driving change and achieving results
- Committed to best practice within a talent-management framework
- Significant business acumen with an ability to navigate a complex environment and ambiguity

Key Responsibilities

- Assess and design a full-service department to meet the needs of internal and external stakeholders
- Ensure best practice, policies, procedures, and HR programs are in place
- Implement a talent management model of HR practice
- Spearhead an equity, diversity, and inclusion strategy that is reflective of the communities that WAHA serves
- Develop a talent acquisition strategy that highlights an employer value proposition to foster sustainability with health human resources
- Create internal development and capacity building programs to foster internal advancement and motivation
- Work with the Occupational Health Team to implement a wellness strategy
- Introduce performance management, recognition, and compensation philosophies that are reflective of the current health system environment
- Work as a member of the organization's leadership team to promote and foster a thoughtful workplace culture
- Ensure a high-performance culture within the department that is reflective of a strong client-service model
- Develop an organization-wide succession planning strategy

Qualifications and Experience

- Bachelor's degree in Human Resources, Commerce, Business Administration, or a related field is required
- Master's degree in Business Administration, Industrial Relations, Leadership, Organizational Development, or a related field, or a willingness to obtain is preferred
- CHRL designation with the HRPA or in progress is required
- 3-5 years of Management or senior-level consulting in HR
- Experience working in the public sector and a unionized environment
- Experience leading best practice HR initiatives to meet the needs of clients
- Experience working in an Indigenous workplace with knowledge of the distinct health needs of the Cree people of the Western James Bay Coast is considered an asset

Benefits

- Relocation paid by the organization
- Housing provided by the organization
- Annual retention bonus, a northern living allowance, and vacation travel bonus
- Hospitals of Ontario Pension Plan
- Group health, welfare, and Employee and Family Assistance Program Benefits
- Be part of an organization leading health transformation in the remote north

How to Apply

The successful candidate must provide a valid **Criminal Record Check** within a specified time frame.

Please apply in writing, providing three recent work references, quoting Competition **#2022-084 by no later than February 28, 2022 at 12 o'clock noon** to:

**Human Resources
Weeneebayko Area Health Authority
P.O. Box 664
Moose Factory, ON P0L 1W0**

- Resumes can be emailed to jobs@waha.ca or faxed to 705-658-4917
- For more information contact the HR team by email above
- Only those selected for an interview will be contacted

Weeneebayko Area Health Authority is an inclusive employer. Accommodations are available in accordance with the Ontario Human Rights code and Accessibility of Ontarians with Disabilities Act, 2005.