



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

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

EMPLOYMENT OPPORTUNITY:

Title: Director of Communications and Strategy
Division: Leadership
Location: Moose Factory, Ontario (Weeneebayko General Hospital) / Hybrid
Reports to: Senior Vice President & Chief Operating Officer
Status: Full-Time

The **Weeneebayko Area Health Authority (WAHA)** is seeking an experienced leader to fill the key role of **Director of Communications and Strategy**.

The Organization:

Weeneebayko Area Health Authority (WAHA) is the leading health care provider on the western James Bay coast. WAHA is comprised of hospitals in Moose Factory, Fort Albany, and Attawapiskat, with a Health Centre in Moosonee. WAHA also provides regional outpatient programs, as well as Paramedicine services in Moose Factory, Moosonee, Fort Albany, Kashechewan, Attawapiskat, and Constance Lake. The span of services, complexity of care needs in the region, and the depth of health integration has made WAHA a leader and a model of health care services in Northern Ontario. WAHA consists of 450 employees, a Physician team, many students, as well as community stakeholders. It is affiliated with Queens University and offers many educational opportunities for current and prospective team members.

Position Profile Requirements:

- A champion of positive change management and making a difference for underserved populations.
- Demonstrates high emotional intelligence, integrity, and accountability.
- Action-oriented with a record of getting results for your organization.
- Leads self by demonstrating self-awareness, managing and developing themselves, and demonstrating character.
- Engages others by fostering their development, contributing to healthy organizations, communicating effectively, and building teams.
- Achieves results by setting direction, strategically aligning decisions with vision, values, and evidence, takes action to implement decisions, and assesses and evaluates.
- Develops coalitions by purposefully building partnerships and networks to create results, demonstrates a commitment to customer service, and mobilizes knowledge to navigate socio-political environments.
- Engages in systems transformation by demonstrating system and critical thinking, encouraging and supporting innovation, orienting themselves strategically to the future, and championing and orchestrating change.

Key Responsibilities:

- Lead the operations of the Corporate Communications team while building team capacity, ability, and engagement.
- Oversee the development and launch of a communications strategy to advance the mission, vision, values, and goals of the organization while also building stakeholder engagement.
- Guide the Executive Leadership Team (ELT) through the strategic planning process while supporting an associated action plan to achieve our guiding goal of becoming a centre of excellence in Indigenous, remote, and rural health.
- Support the strategic communications concerning operations, redevelopment, partnerships, and other strategic projects.
- Tracking and communication of key strategic projects across the organization to facilitate awareness and support achievement.
- Lead, in collaboration with the Chief Operating Officer, strategic partnerships that support the mission of the organization- to provide optimum healthcare as close to home as possible.
- Provide leadership and mentoring to your portfolio, all while being a role model and engaged leader for the organization.

Qualifications & Experience:

- Bachelor's degree in Communications, Leadership, Health or Business Administration, or a related is required.
- Master's degree in an applicable discipline or a willingness to obtain is strongly preferred.
- Experience in developing and executing a strategic plan.
- Five to seven years of progressive and related leadership experience in a complex, multi-site, unionized environment.

- Experience working within and a strong understanding of the unique health challenges of the people of the James Bay coast.

Benefits

- Highly competitive base salary.
- Housing provided by the organization with a highly subsidized rent.
- Northern living allowance of \$5,200 per year (pensionable earning).
- Annual retention incentive that increases annually ranging from \$4,250-\$7,500 (pensionable earning).
- Semi-annual vacation travel allowance for yourself and eligible family members.
- Professional fees reimbursed up to \$750.
- Annual freight/shipping allowance of \$300.
- HOOPP pension plan, generous health and welfare benefits, and an Employee and Family Assistance Program.

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 #2023-093 by no later than **Tuesday, July 18, 2023 at 12:00 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
- **Please be advised that in order to be eligible for employment at Weeneebayko Area Health Authority, all new hires must have received the full series of a COVID-19 vaccine or combination of COVID-19 vaccines approved by Health Canada**

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.