When you work with the First Nations Health Authority (FNHA), you will truly make a difference in your life and for many others.

FNHA is the first organization of its kind in Canada, blazing the trail to better health and culturally safe services for BC First Nations people and communities. With a unique governing structure and mandate, FNHA’s dynamic work environment offers the means to play an active role creating change and contributing to BC’s history.

We recognize and celebrate the diversity of all BC First Nations, Aboriginal, Métis and Inuit peoples. We promote the cultural safety and humility of every employee to support understanding. Our holistic approach to wellness, based on First Nations teachings, is incorporated into all aspects of work culture.

If you are looking for more than a job, come join the FNHA family.
About the The Organization

The First Nations Health Authority (FNHA) is the first province-wide health authority of its kind in Canada.

The FNHA is the health and wellness partner to over 200 diverse First Nations communities and their citizens across BC.

Incorporated as the First Nations Health Society in 2009, the FNHA began a new era in BC First Nations health governance and health care delivery by taking responsibility for the programs and services formerly delivered by Health Canada. Since then, the FNHA has been working to address service gaps through new partnerships, closer collaboration, health systems innovation, and reform and redesign of health programs and services for individuals, families, communities and Nations. Today, it is known as an international leader in the Indigenous health landscape focussing on community-driven services that advance health promotion and disease prevention including: Primary Health Services, Mental Health and Addictions Programming, Health and Wellness Planning, Environmental Health, etc. It also focusses on Health Infrastructure and e-Health Technology in support of these services.

The FNHA is a diverse and rapidly evolving organization of over 800 professional, innovative, and dedicated team members and leaders striving for better health outcomes for BC First Nations. FNHA is the health and wellness partner for all First Nations communities in BC and champions culturally safe practices throughout the broader health system. It is part of a unique health governance structure including the First Nations Health Council (leading in policy and advocacy), the First Nations Health Directors Association (leading in technical advice) and the Tripartite Committee on First Nations Health (leading in government partnership). These First Nations partners share values and the common vision of healthy, self-determining, and vibrant BC First Nations children, families and communities.

Shared Values And 7 Directives

The FNHA works collaboratively to achieve a shared vision of healthy, self-determining and vibrant BC First Nations children, families, and communities.

7 Directives: Through hundreds of regional and sub-regional caucus meetings, seven directives have been developed which are shared by the FNHA, the FNHC (the First Nations Health Council) and the FNHDA (the First Nations Health Directors Association). These directives describe the fundamental standards and instructions for the health governance relationship of these three organizations.

Shared Values: The FNHA, the FNHC and the FNHDA also have shared values which guide thinking and action.
The FNHA is charting its course for the future and seeking the next Chief Executive Officer (CEO) to guide this journey.

This is the opportunity to lead a unique, trail-blazing organization whose impact is significant and lifechanging for Indigenous peoples across British Columbia. Reporting to and working closely with the Board of Directors in setting the strategic direction, the CEO communicates the FNHA vision and inspires the organization to achieve significant and meaningful goals.

The CEOs impact will be felt throughout the FNHA. To achieve the vision, strategies and goals identified, the CEO works closely with the Executive Leadership Team to ensure the necessary systems, structures, policies, people and plans are in place across the organization. S/He leverages deep experience and operational knowledge to provide the high-level oversight necessary for the effective use of FNHA resources, to monitor performance and to position the FNHA to respond in stride to any challenges faced. The CEO also leads negotiations related to funding and legislative agreements and ensures the FNHA takes its rightful place in the Canadian health landscape.

The CEO creates a culture of collaboration, trust and accountability, empowering the Executive Leadership Team to embrace the diverse talents and perspectives of the FNHA team broadly and to lead with an emphasis on achieving results. Most importantly though, s/he leads by fostering respect and lateral kindness in the workplace, and by embodying the shared values and directives outlined above. The CEO ensures that a holistic approach to wellness (based on First Nations teachings) is incorporated into all aspects of FNHA culture.
The Opportunity (cont.)

The successful CEO builds allies and strong relationships on behalf of the FNHA and works with partners to facilitate regional processes to enhance capacity and better serve First Nations members and communities. S/He works closely with federal, provincial and regional partners including: Indigenous Services Canada, Health Canada, Regional Health Authorities and senior leaders in the municipal, provincial and federal governments, etc.

As a prominent Indigenous health leader and key spokesperson for the organization, the CEO leads in dialogue that informs and shapes Indigenous health policy, legislation, and practices at the First Nations, provincial and national levels. The CEO utilizes two-eyed seeing to further a unique health model, incorporating Indigenous and western approaches to health and healing.

Building on FNHA’s track record of success, the next CEO is a change agent and innovative visionary. S/He is flexible in responding to a shifting health landscape while remaining focused on the big picture. The CEO is a highly ethical leader with a reputation for honesty and integrity. S/He is known as a respectful listener who communicates clearly, directly, and tactfully and who values inclusive decision making. FNHA’s CEO is someone who embraces their own personal learning journey and welcomes multiple perspectives and collaborative solutions.

The FNHA Executive Leadership Team is passionate and committed; they lead with servant leadership values which ideally will also be embraced by the new CEO. The CEO is committed to supporting others’ professional development, modeling a positive, healthy, and culturally safe workplace and ensuring the FNHA leverages its unique strengths to successfully make its vision a reality.

Priorities

One Team with One Vision and One Strategy

The CEO will ensure that FNHA’s focus remains on the communities it serves. The CEO’s challenge will be to create a responsive organization that maintains the strength and integrity of a unified voice while operating a community-based services model.

FNHA’s strategic goals for the current 5 year, multi-year health plan are:

- Enhance First Nations health governance
- Champion the BC First Nations Perspective on Health and Wellness
- Advance excellence in programs and services
- Operate as an efficient, effective, and excellent First Nations health organization

This year, 2020/21, FNHA is developing its next 5-year health plan by engaging members across BC.
Qualifications

- Education: Master’s degree in health, organizational development, public administration, or other related area
- Significant (15+ years) of executive level experience in large, complex organizations of significant scope including wide-ranging impact, geographic reach, clients serviced, etc.
- Strong understanding of macro- and micro-Indigenous health issues, social determinants of health, Indigenous healing, wellness, urban vs. remote Indigenous health needs, and other related areas
- Knowledge of public health structures including experience working with Boards, First Nations, Provincial and Federal governments, regional health authorities, and other key health stakeholders
- Relevant policy experience
- Deep understanding of Indigenous cultures, traditions, histories, ways of knowing, etc.
- Significant governance experience and ability to develop an effective working relationship with a Board of Directors, and experience developing and implementing a vision in partnership with a Board of Directors
- Strong strategic planning and oversight capabilities with specific strengths in critical thinking and prioritizing competing demands, initiatives and resources.
- In-depth operational leadership experience with a proven ability to effectively lead large, geographically dispersed and diverse professional teams including union and non-union, urban and rural, centralized and decentralized service delivery teams.
- Capability to prioritize, problem-solve, and operate effectively under pressure and in crisis situations
- Strong analytical skills with an appreciation for the importance of data-driven decision making and evaluation
- Strong team leadership, mentorship, and development skills
- Exceptional written and oral communication skills, including public speaking
- Ability to engage, build and maintain strong relationships with both internal and external partners and stakeholders and with people at all levels—from community members to senior-level executives and government officials to other regional and national health and Indigenous organizations and beyond.
- Ability to converse and collaborate in relationships while effectively sharing FNHA and BC First Nations perspectives.
West Vancouver’s vision is to be a vibrant, diverse, and highly liveable city that strives to balance the social, economic, and environmental needs of our community. Based in the unceded ancestral lands of the Squamish, Tseil-Waututh and Musqueam Peoples, the city has some of the Lower Mainland’s most spectacular attractions, including mountains, numerous parks, and miles of nature. Based at the foot of the forested North Shore mountains, the area is home to ski hills and some of the most spectacular (and extreme) mountain biking and hiking trails on the planet. For kayaking and paddle boarding enthusiasts, the picturesque seaside village of Deep Cove boasts beautiful sheltered coves and sandy beaches. From nature lovers to people who love living in a charming, vibrant metropolitan region, the Metro Vancouver area’s Northshore has something to offer everyone.

Quick Facts

- Vancouver’s North Shore consists of five communities – the District of North Vancouver, the Tsleil-Waututh Nation, the City of North Vancouver, the Squamish Nation, and the District of West Vancouver.
- These communities are located on the south-facing slopes of the Coast Mountains, on the north side of Burrard Inlet, in the Lower Mainland of British Columbia. The area is bordered by Howe Sound to the west, Indian Arm fjord to the east, and the cities of Vancouver and Burnaby to the south.
- The North Shore boasts a temperate marine climate: the region has the mildest weather in Canada due to ocean currents and weather patterns.
To Apply

For more details or to further explore this important strategic leadership opportunity, please contact:

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To apply, please submit a Cover Letter and Resume directly to Leaders International outlining your interest, qualifications, and experience. Preference will be given to candidates who self-identify as Indigenous.

To learn more about the First Nations Health Authority, please visit www.fnha.ca.

Leaders International specializes in the recruitment of Board of Directors, leadership succession and executive level positions. Our global network, Penrhyn International, is a world leader in the executive recruitment industry, with more than 47 offices in over 25 countries on 5 continents.