

Leaders

INTERNATIONAL

Executive Search

VANCOUVER

EDMONTON

CALGARY

SASKATOON

WINNIPEG

TORONTO

OTTAWA

MONTREAL



Saskatchewan
Health Authority

OPPORTUNITY PROFILE

Chief Psychologist & Director, Forensic Services

The Organization: Saskatchewan Health Authority

WWW.SASKHEALTHAUTHORITY.CA

The Saskatchewan Health Authority is the largest employer in Saskatchewan, with a budget of over \$5.07 billion, employing approximately 45,000 staff and is responsible for the delivery of health care to the province.

The Saskatchewan Health Authority's infrastructure and services consist of:

- 64 hospitals with 3,200 acute care patient beds
- Approximately 9,000 long-term care beds
- Provincially coordinated quality, patient-centred care services, such as acute hospital-based care, long-term care, mental health and addiction services, primary health care, public health and many other community-based clinical programs designed to promote and maintain the health of the population.

Philosophy of Care

Our commitment to a philosophy of Patient and Family Centred Care is at the heart of everything we do and is the foundation for our values. This philosophy of care is in essence our culture – who we are, the shared purpose that brings us all together and how our patients and families experience care every day. Through meaningful engagement and co-creating mutually beneficial partnerships among employees, physicians, patients, families, clients and residents, together we ensure a seamless health system that supports Healthy People, Healthy Saskatchewan.

Vision

Healthy People, Healthy Saskatchewan

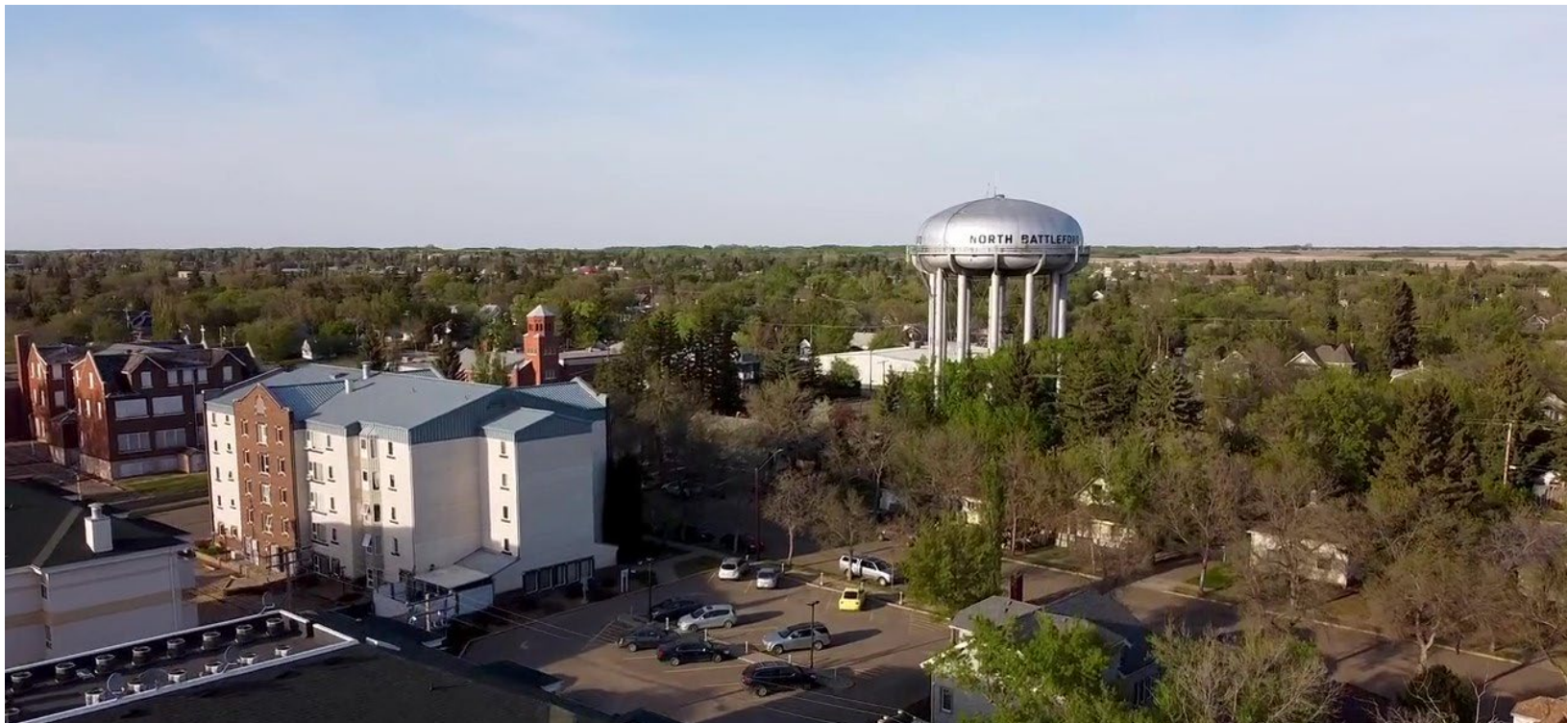
Mission

*We work together to improve health and well-being.
Every day. For everyone.*



*The SHA's Foundation Forum had 140 participants with representatives from 32 foundations.

All figures are annual and current as of March 31, 2025.



The Location: North Battleford, Saskatchewan

WWW.CITYOFNB.CA

Living in North Battleford

North Battleford is the young and growing hub of north-west Saskatchewan. Located in Treaty 6 Territory and in the heartland of the Métis, the city of North Battleford is a vibrant community that draws visitors, shoppers, and facility users from all over northwest Saskatchewan. We are home to thriving local businesses and world-class recreational amenities.

We are the hub of northwest Saskatchewan. North Battleford is situated in an outdoor recreation enthusiast's paradise and is close to Saskatchewan's premier ski hill [Table Mountain](#), [Battlefords Provincial Park](#), with incredible lakes within driving distance.

The “8-minute Commute”

A perk of living in North Battleford that is sometimes overlooked is the maximum “8-minute commute” that those living and working in the community enjoy daily. There is plenty of time to go home for lunch, run and pick up the kids from school, or to take the dog for a quick walk on your lunch break. While enjoying all the amenities of city life, residents are still able to maximize their time each day and spend less time commuting and more time where it counts – at home.

Year-Round Recreation & Culture

Being in the centre of lake country has its benefits, you can pick up everything you need and be at the lake in 20 minutes for some rest and relaxation. We are home to incredible recreational facilities that draw users from all over the province. See what we have and start your next visit to North Battleford.

Explore our [Parks and Recreation](#) spaces.

The Opportunity: Chief Psychologist & Director, Forensic Services

The Saskatchewan Health Authority is currently seeking a permanent full-time Chief Psychologist & Director, Forensic Services for Saskatchewan Hospital, located in North Battleford, Saskatchewan.

The Chief Psychologist & Director, Forensic Services (Director) is a key leader in Saskatchewan health care, partnering with system leaders to achieve our province's healthcare goals. Reporting to the Executive Director of Primary Health Care NE 3, 4, 6, and Integrated Northern Mental Health and Addictions Services, the Director is responsible for contributing to the development and achievement of strategy by articulating gaps and needs. The Director supports strategy through the development and execution of operational and business plans, including cascading, monitoring, reporting, and course correction of same. The Director demonstrates strong leadership to enable an innovative and positive working climate and a client-centric culture. The Director must work cross-functionally within the portfolio and across the organization to support operations. The Director will develop partnerships and work closely with system and community partners.

Operating in a complex and dynamic healthcare environment, the Chief Psychologist & Director, Forensic Services will have specific accountabilities which are aligned to that of the Executive Director Primary Health Care NWS, to support the achievement of the portfolio's functions, responsibilities and accountabilities.

As a key leader, you are accountable for the following:

- Providing leadership, direction and implementation, including development, execution, monitoring and reporting, of operational plans that align to the strategic plan and health authority priorities and directives.
- Building and maintaining effective relationships and partnerships.
- Developing and demonstrating leadership capabilities and commitment to the culture of patient-first and continuous learning.

Specific Accountabilities

The specific accountabilities of the **Chief Psychologist & Director, Forensic Services** include:

- Accountability and responsibility, including but not limited to strategic advisement and operational decision-making, for the following portfolio functions
- Responsible for the administration of Forensic Services and for the custody and care of serving and remanded prisoners, those requiring a court-ordered assessment, those deemed Unfit to Stand Trial, and those found Not Criminally Responsible and ordered detained in custody by the Criminal Justice System
- Designated by the Ministry of Policing and Corrections as Administrator (warden) of the Forensic Unit Correctional Facility, including power of arrest and detention as a Peace Officer, as well as designated by the Saskatchewan Criminal Review Board pursuant to the Criminal Code to keep detainees in custody and increase/decrease the restrictions on their freedoms in a manner that will protect public safety
- Provides expert opinion evidence to the Provincial and Federal courts on forensic issues
- Liaises with legal authorities for the transfer and escort of all serving and remanded prisoners, as well as with the Ministry of Justice, Ministry of Community Safety (formerly Ministry of Correction, Policing and Public

Safety), Royal Canadian Mounted Police, municipal police throughout Saskatchewan, Ministry of Health, Ministry of Social Services, Saskatchewan Health Authority staff and other related agencies and programs

- Maintains effective working relationships with forensic initiatives at provincial, national, and international levels through collaboration with other forensic services, the Ministry of Community Safety, and with forensic interests
- Responsible for the administration and oversight of the provision of psychological services at SHNB, including the development and provision of clinical, educational, consultative and research services
- Plan, organize, implement, monitor, evaluate and report of position responsibilities, including course correction as necessary
- Contribute to the development of the strategic direction for the area through influencing and advising on current and emerging issues and trends
- Develop initiatives, strategies and tactics to effectively and efficiently support and achieve the portfolio's strategic initiatives and the Saskatchewan Health Authority's strategic plan
- Develop and implement operational plans for programs and services to achieve business and operational objectives
- Develop and manage portfolio budget
- Serve as a key advisor on portfolio functions and issues, working directly with the Executive Director, Primary Health Care NE 3, 4, 6 and Integrated Northern Health Mental Health and Addictions Services on management and organizational issues.
- Build and strengthen relationships, partnerships and alliances that support strong engagement and cross-functional management throughout the organization
- Develop and lead a skilled and engaged team through effective communication and teamwork
- Lead collaboratively in a unionized environment, including respecting and working within the terms and conditions of collective agreements
- Direct supervision of staff, including hiring, orientation, performance evaluation, development planning, discipline and dismissal

In delivering these accountabilities, the Chief Psychologist & Director, Forensic Services will:

- Be a champion of patient and family-centred care
- Be sensitive and attuned to stakeholder and community processes and needs
- Ensure the portfolio is compliant with relevant legislation and other directives
- Demonstrate emotional intelligence, people, and change leadership capabilities to lead and motivate a team to accomplish goals
- Champion the Saskatchewan Health Authority brand and reputation to build and promote trust and confidence

- Embed safety through their area to develop a culture of safety and achieve zero harm
- Motivate and champion continuous improvement and a learning culture
- Understand the labour environment and collective bargaining agreements and processes
- Adopt a positive coaching approach to lead and develop others
- Create an engaged workforce through a culture of physical and psychological safety
- Promote and practice cross-functional operations and foster a culture of collective leadership
- Commit to a diverse, culturally competent and culturally safe health system and representative workforce
- Champion healthcare sustainability by encouraging and embracing innovation, best practices and collaboration
- Work with others to enhance the Saskatchewan Health Authority's reputation for excellence in care, research and education, including the promotion of healthy lifestyles

The Person

Education Requirements

- A recognized Doctorate in Psychology is required
- Licensed and in good standing with a professional association and/or regulatory body, if applicable

Experience

- 3-5 years of experience in the provision of psychology services
- Experience, at an operational level, as a leader who has developed and led innovative planning and programs in a complex, multi-stakeholder environment
- 3-5 years in a leadership position with progressive advancement
- Valid Class 5 driver's license

Knowledge, Skills & Abilities

- Knowledge of legislation and applicable laws
- Knowledge of the healthcare system in Saskatchewan
- Has demonstrated ability to coach and develop others
- Has demonstrated strong interpersonal and communication skills
- Has demonstrated strong critical thinking, financial and analytical skills
- Identifies, reviews, and revises forensic policies and procedures
- Exemplifies ethical practices, professionalism and personal integrity

- Promotes innovation, guides change and is committed to continuous improvement
- Has a proven ability to collaborate and partner with a wide variety of stakeholders, including community, to balance the needs and interests of these diverse groups while maintaining alignment with strategic priorities
- Demonstrates commitment to a diverse, culturally competent and culturally safe health system and representative workforce
- Demonstrates and is recognized for strategic and operational leadership that includes articulation of mission, vision and strategy and charts a path forward
- Mobilizes people, inspires and leads by example, looks for way to continuously improve work environment
- Is committed to delivering on patient and family-centred care
- Is committed to quality, safety and continuous improvement striving towards zero harm

Leadership Capabilities

Integrity - Truthful, honest and tendency to translate words into actions. Ability to be consistent in both words and actions- what you say and what you do.

Emotional Intelligence - Ability to monitor own and others emotions, discriminate among them and use this information to guide thoughts and actions.

Resilience - Confidence, longevity, flexibility, strength of conviction, consistency, keeping perspective and optimism

People Leadership and Leader Presence - People Leadership and Leader Presence includes going to where the work is done to inspire, motivate, and empower people to deliver operational goals and value back to patients/clients, staff and physicians. This includes coaching and mentoring and managing employee/physician performance.

Communication - Fosters open communication, speaks truthfully, listens to others and values diverse opinions and creates an environment of psychological safety. Communicates so messages are clearly understood and consistent. Acts in a respectful manner to influence an outcome, impact or effect. Responds appropriately to concerns of others. Coach approach to leading and developing others.

Strategic Leadership - Communicate and operationalize long term day to day strategic vision for area. Considers broad and long-term factors when reviewing programs, planning and making decisions. Identifies relationships, connections or barriers and addresses key underlying issues. Understands the connections and interactions between elements. Aligns programs/services with the strategic direction.

Financial Acumen - Maintains and applies a broad understanding of financial management principles to ensure decisions are fiscally sound. Demonstrates fiscal responsibility in balancing priorities, safety and resource management (patients/clients, staff, finances and technology).

Accountability - Acts in alignment with the organization's desired culture and values to achieve operational goals. Holds self and others accountable to achieving results in alignment with organization priorities.

Risk Management - Ability to identify and assess the degree of risk in plans or actions. Identify and take appropriate action to mitigate the risk or make contingency plans to limit the magnitude of risk. Includes having insight and appreciation of client/operational needs; priorities and goals; and understanding the actions that support operational goals.

Healthcare Administration Acumen - Tacit and explicit knowledge about the healthcare environment, complexities and challenges, enabling them to make intuitive and informed decisions.

Building Organizational Community - Operates cross-functionally to foster a culture of collective leadership. Collaborates with and respects staff, physicians and team members. Views diversity as an opportunity and creates an environment where a diverse and inclusive workforce can thrive. Build and strengthen relationships and partnerships by engaging patients/clients, staff, physicians, community and stakeholders.

Commitment to Those We Serve - Considers, prioritizes, and takes action on the needs of both internal and external clients. Build and strengthen relationships and partnerships by engaging patients/clients, staff, physicians, community and stakeholders.

Change Leadership - Enabling, supporting and inspiring people through change leadership. Think analytically and conceptually, questioning and challenging the status quo to identify issues, solve problems and design and implement effective processes and shape operational systems. Models and encourages resiliency and leadership agility.

Continuous Improvement - Engaging teams and system partners to build and enhance the culture of continuous improvement. Fosters creativity and innovation; thinks beyond the confines of traditional models to recognize opportunities and find new and better ways of doing things. Motivate, champion and coach quality improvement through active engagement, coaching, measurement, accountability and daily improvement.

Compensation

A competitive compensation package which may include signing bonus and/or relocation package, including an attractive base salary, excellent benefits, and a defined benefit pension plan will be provided. Further details will be discussed in a personal interview.

Express Your Enthusiasm

Our organization values diversity, equity, and inclusion in all aspects of our operations. We invite candidates to contact us directly with any accommodation requests.

To apply, please email a cover letter and resume (PDF or Word document only) to Wendy Romanko, Olesia Linkevych or Anurag Shourie at apply@leadersinternational.com indicating the job title in the subject line of the email.

Leaders International Executive Search www.leadersinternational.com

