

**You are who we are looking for if:**

- You're an experienced project manager with planned results to share in the interview.
- You've led through organizational change, and have successfully supported the implementation of strategic initiatives.
- When something new is planned, you're always identified as a necessary member of the change team.
- You have a natural ability to appreciate the strengths of the people around you, and you create space and opportunities for those strengths to shine in support of accomplishing shared goals.
- You're creative and flexible, and are always willing to new share ideas and approaches.
- You're ready for your next challenge, and the prospect of working in community health excites and inspires you.

**How we will grow your career:**

- We'll empower you to have an impact on the future of our organization through several strategic initiatives and programs.
- We'll provide the opportunity to navigate change through various levels of decision-making, including our management team, board of directors, municipal and provincial governments and funders.
- You'll be supported by a full operations team with expertise in finance, data, human resources and communications.
- You'll be supported by a team of program managers with expertise in serving clients within both a clinical and community setting.
- You'll work closely with the Director and Executive Director, growing your skills in working with senior leadership.
- You'll collaborate with partnering agencies and other community organizations, strengthening your capacity to co-create solutions with external organizations to better serve our clients.

**How you'll spend your time:**

*Project Management*

- We have 3-4 major initiatives to be planned and executed concurrently within the next 2-3 years.
- Using a structured methodology, you'll move these projects from conception to completion, ensuring staff and supporting leaders are adapting to changes with enthusiasm, proactively identifying potential risks and anticipating resistance developing specific plans to mitigate and address concerns.
- Provide tools, processes, and consultative resources to internal leaders to accelerate project execution.
- Work to enable leaders to support changes before, during and after changes are rolled out.
- Engage stakeholders to provide input and understand the change in a way that builds their commitment and ensures the right people are engaged and informed.
- Develop approaches to sustain the change; to measure progress and value, communicate success and take corrective action when needed.
- Draft high-quality presentations and communications designed to shift audience perceptions.

### *Quality Improvement*

- Working closely with the Management Team, revitalize our internal Quality Improvement Plan (QIP) to align with the emerging strategic plan and direction of the health centre.
- Create and implement a sustainable model of processes and accountability that engages staff throughout the process.
- Demonstrate appreciation and comprehension of the work performed by regulated health professionals and other colleagues who serve clients, through the lens of the Social Determinants of Health.

### *Coordination with External Agencies*

- As prioritized by our Management Team, pursue opportunities to improve system integration and coordination of service delivery with external service providers, in order to provide better quality of care for our clients.

### **What we expect to see on a resume:**

- Post-Secondary completion in Public Health or Business related field; required
- Certification or progress towards certification in project management or change management; strongly preferred
- Lean, ISO or Six Sigma experience/certification; strongly preferred
- 5+ years of leadership experience; required
- 5+ years of project management experience; required

### **What we will look for in the interview:**

- Planning: Strong organization skills and demonstrated capacity to plan and implement practical strategies.
- Perseverance: Several examples of taking initiative in managing multiple priorities, working effectively under pressure in a proactive and independent way while demonstrating resiliency.
- Interpersonally Savvy: High degree of emotional intelligence and interpersonal skills with good judgement, discretion and tact. Capacity to thrive within a diverse workplace.
- Capable: Track record of leadership engagement and execution that brings strategy, skill and process expertise to deliver significant impact to the business.
- Communication: Ability to be an influencer, adapting approach to various audiences, respect for diversity.

### **Who we are**

We are one of 73 Community Health Centres across the Province providing primary health care services as well as a range of community development and health promotion initiatives in 110 communities. With an annual budget in excess of \$9M and a staff complement of 100 dedicated staff, we are ready to move forward with the next phase of strategic planning.

For 27 years, the London InterCommunity Health Centre has provided health and social services to those who experience barriers to care including poverty, homelessness, language or culture, and complex and/or chronic health conditions including mental health and addictions. Today the organization is viewed as a community leader in newcomer health, care of vulnerable women, issues of health equity, client-led service development

and the advancement of partnerships that improve access to vital services for the community's most vulnerable

### **Our Work/Life Balance Approach**

This contract position provides flexibility with an originating 2-year term; with the option for extension or permanency based on the needs of the business. With a fair salary scale, complemented with optional membership in the Healthcare of Ontario Pension Plan (HOOPP), a defined benefit pension plan, we are a very competitive employer.

Employee self care is supported by a comprehensive Health & Dental benefit package, premiums paid by the organization. Long term disability plan, Life Insurance and an Employee/Family Assistance Plan are also included in our self care components. Paid sick and emergency days complete the compensation component of this area.

To promote time to recharge, our normal work week is 37.5 hours, Monday to Friday with a steady schedule and a generous amount of paid vacation time.

A dress atmosphere best described as "casually professional", a recognized Positive Space for staff and community and a commitment to hiring staff that reflect the diversity of our clients and community we serve demonstrate we are an equal opportunity employer.

### **How to Apply**

Qualified applicants are encouraged to compete for this position by forwarding a cover letter and resume by February 9 2018 :

Mail: 659 Dundas Street, London, Ontario, N5W 2Z1

Fax: (519) 642-1532

Email: [jobposting@lihc.on.ca](mailto:jobposting@lihc.on.ca)

Should you require accommodation in making an application please contact our office. We thank all applicants for their interest, only those selected to proceed in the competition will be contacted.

To learn more about the Health Centre visit us online at [www.lihc.on.ca](http://www.lihc.on.ca), follow us on Twitter @HealthCentre or like us on Facebook – London InterCommunity Health Centre.