



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Executive Director, Clinical Integration	
Position Number	Community	Division/Region
48-14866	Yellowknife	Territorial Operations /Clinical Integration

PURPOSE OF THE POSITION

The Executive Director, Clinical Integration (ED, CI) is accountable for providing strategic leadership for establishing common clinical operational practices for service delivery across all regions in the Territorial Health & Social Services Authority (NTHSSA).

As a member of the NTHSSA Executive Leadership Team, the ED, CI contributes to planning, implementing, monitoring, and evaluating the overall health strategy for the NTHSSA. In collaboration with other members of the NTHSSA Executive Leadership Team, the ED, CI, serves as a champion for the development of an organizational culture of quality, safety and inquiry.

The ED, CI, in collaboration with the NTHSSA Executive Leadership Team, champions the development of a territorial strategy that will set expectations for quality, efficiency, and consistency in the delivery of all health (Acute Care, Primary Care, Public Health, Allied Health), and continuing care delivered within the NWT, in accordance with the policy, direction, and legislative requirements established by the Department of Health and Social Services (DHSS). This includes oversight for the development of territory-wide operational program plans, and standards for quality and service delivery.

The ED, CI works collaboratively with the NTHSSA Executive Leadership Team to plan, implement, monitor and evaluate the delivery of health and social services within the NTHSSA.

Based on the Government of the Northwest Territories (GNWT) transformation agenda, the ED, CI is accountable for:

- Ensuring that services are delivered in a client focused manner.
- Integrated program planning, monitoring, and evaluation.
- Planning, implementing, monitoring, and evaluating systems that promote equal access to services.
- Planning, implementing, monitoring, and evaluating consistent service standards.



- Promoting efficiency and effectiveness in service delivery.
- Planning, implementing, monitoring, and evaluating mechanisms which will promote accountability for performance and outcomes.

SCOPE

The NTHSSA is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłıchǫ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Métis, and non-indigenous persons. Health and social services include the full range of primary, secondary, and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the TCSA will operate under a separate board and HRSSA will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the THSSA.

Under the direction of the Minister of Health and Social Services, the NTHSSA is established to move toward one integrated delivery system as part of the government's transformation strategy. As a key member of the Executive Leadership Team, the ED, CI will direct the integration of health programs throughout the Northwest Territories to ensure efficient and effective service delivery.

The ED, CI as a senior executive lead in NTHSSA initiatives will build awareness of cultural safety and recommends practices to eliminate systemic racism in the HSS system. Assisting and supporting community and indigenous governments, and regional organizations, in the planning, development and implementation of health programming further extends the scope of this position.

The ED, CI reports directly to the NTHSSA CEO, along with the Executive Director Corporate and Support Services, the Territorial Medical Director, the Chief Financial Officer, and the Regional/Stanton Territorial Hospital Chief Operating Officers.

Strategic Leadership of the NTHSSA

The ED, CI works with the NTHSSA Senior Management Team to ensure all current services continue to be provided in an efficient and accountable manner.

The ED, CI, manages the change process which includes: creating awareness about current situations; promoting the benefits of the NTHSSA; a collaborative change implementation



process; ongoing support through orientation to new roles and changes in business processes. The ED, CI will work with stakeholders to learn what they need in order to get involved in the change. At each stage and with each major activity, the ED, CI will work in partnership with departments to share ownership over the change implementation.

The ED, CI works collaboratively with the Regional/Stanton Territorial Hospital Chief Operating Officers, TCSA CEO, Hay River CEO, the Territorial Medical Director, and the Chief Financial Officer as required to ensure that territorial policies, standards and service quality levels are achieved at the local and territorial level.

The ED, CI also works collaboratively with the Department of Health and Social Services (DHSS) to ensure that programs and services provided by the NTHSSA are consistent with Departmental directions, priorities, policies, standards, regulations and legislative requirements. The roles, and/or the delegates, that will require closest collaboration include:

- Director of Policy and Legislation: accountable for establishing legislation, regulations, and policies that define the scope of services, as well as service delivery, privacy and official language requirements for funded programs and services.
- Director of System Strategy, Performance and Accountability: accountable for requirements relating to evaluation, reporting, and monitoring of outcomes achieved by programs and services.
- The Assistant Deputy Minister of Health Programs: accountable for territorial strategy and standards for health, seniors and continuing care services.
- Chief Public Health Officer of the NWT: accountable for public health, including surveillance, disease prevention and control, and public health emergencies.

The ED, CI is accountable for planning, monitoring, and evaluating programs and services that are delivered throughout the Northwest Territories. The branches and responsibilities of the Clinical Integration division are:

- Health Services - responsible for the scope and quality of all health services, including acute care, pharmacy services, cancer care, nursing education and midwifery services delivered in the regions, based on policies and procedures, as well as national best practices, and legislative and regulatory requirements.
- Public Health and Primary Care Services - responsible for the scope and quality of all public health services primary care and Nursing Support to Correctional Centers, based on policies and procedures, as well as national best practices, and legislative and regulatory requirements, including the pandemic response.
- Continuing Care Services- responsible for the scope and quality of all home care and long term/palliative and extended care services based on policies and procedures, as well as national best practices, and legislative and regulatory requirements. This also includes Supportive Living, Adult Services and Adult Out of Territory Placement.



- Laboratory and Diagnostic Imaging Services- responsible for the scope and quality of all laboratory and diagnostic imaging service, including transfusion medication, Point of Care Testing, Biomedical Lab, X-ray, CT Scan, and Ultrasound services based on policies and procedures, as well as national best practices, and legislative and regulatory requirements.
- Mental Health and Addictions Services- responsible for the scope and quality of all clinical support for mental health and addictions services in compliance with policies and procedures, as well as national best practices, and legislative and regulatory requirements. Clinical support services, and mental health and addictions services include Community Counselling, In-patient psychiatry, Child and Youth Counselling, Medical Detox, and support to the underhoused including shelter operations.

DIMENSIONS

Reporting Positions: (6 direct; approximately 200 indirect)

- 4 Directors that directly report and lead teams of professional/clinical staff, some of whom have dual accountability for regional delivery of health services in addition to their territory-wide responsibilities.
- 1 Senior Project Manager
- 1 Executive Secretary

Compensation & Benefits/Operations & Maintenance/Grants & Contributions:

\$94,434,000

RESPONSIBILITIES

1. Uphold and consistently practicing personal diversity, inclusion, and cultural awareness, as well as safety and sensitivity approaches in the workplace. Practice and ensure that any subordinate management and supervisory roles also prioritize staff mentorship and on-the-job training, including staff development in annual general objectives.
2. The ED, CI is accountable to the NTHSSA CEO for providing strategic direction and leadership of clinical integration services for the NTHSSA. In addition to functional leadership, this role provides expert advice and guidance to the CEO and the Executive Leadership Team in best practice, quality, safety, and service delivery.
3. Management of the Clinical Integration Branch of the NTHSSA. Planning, implementing, monitoring, and evaluating the development of a culture of quality and safety across the NTHSSA, in accordance with DHSS directives, Territorial and National legislation, regulations and standards, including requirements for public health, emergency preparedness, privacy, patient and staff safety, infection control, and Accreditation Canada.



4. Establishing and directing on the model for delivery of health programs provided by the NTHSSA, in a manner consistent with the direction established by the DHSS, and in consideration of the resources available, best practices (e.g. Accreditation Canada), regulatory bodies, and applicable legislation.
5. Establishing and directing with respect to quality standards for health programs delivered by the NTHSSA, as required by the DHSS, and in consideration of the resources available, best practices (e.g. Accreditation Canada), regulatory bodies, and applicable legislation. Establishing program plans, standards, policies, procedures and guidelines, as well as recommending and supporting the development of clinical tools and resources to be used for program delivery throughout the NTHSSA.
6. Directing on the service volumes and clinical outcomes that are expected for each program and service delivered by the NTHSSA, in consideration of the resources available to support service delivery. Establishing and directing the regions on reporting requirements for the programs and services. Establishing mechanisms to support monitoring programs and services to ensure compliance by regions including the TCSA and HRHSSA, with program expectations and requirements. Monitoring, evaluating, and reporting to the DHSS, as well as other regulatory bodies as required, on the quality and outcomes of programs and services delivered by the NTHSSA.
7. Consolidating and coordinating contracted service delivery through Non-Government Organizations and other partners for all regions.
8. Identifying clinical support, people and talent, and development needs to support the delivery of programs and services. As part of the NTHSSA Executive Leadership Team, the ED, CI provides expert advice to the planning, Implementation, monitoring and evaluation of the vision, goals, and strategic directions for the NTHSSA.
9. Provides leadership for the development of standards for the core health services programs, and various models of service delivered within the NTHSSA, with sensitivity for the need to allow for local variation.
10. Develops, maintains, and expands relationships with all stakeholders to ensure that the NTHSSA is in compliance with all government laws and statutes.
11. Provides leadership in planning, implementing, monitoring, and evaluating emergency preparedness plans.
12. Delegates authority, resources and activities appropriately to staff for achievement of the NTHSSA vision, mission, and values. Promotes resourcefulness in using existing resources



and leveraging progress already made when overseeing the development of tools, resources and requirements for programs and services.

13. Ensures that appropriate action is taken in situations of non-compliance with program standards and expectations, or when results/outcomes are not as expected.
14. Establishes conditions that support a healthy workplace, optimal performance and development of staff through performance management, human resource planning, creation of positive learning environments and planning for change.

WORKING CONDITIONS

Physical Demands

Physical demands on the incumbent are consistent with the typical GNWT office environment. No unusual demands.

Environmental Conditions

Environmental Conditions on the incumbent are consistent with the typical GNWT office environment. No unusual conditions.

Sensory Demands

Sensory demands on the incumbent are consistent with the typical GNWT office environment. No unusual demands.

Mental Demands

There will be considerable demands placed upon the incumbent by internal and external stakeholders to develop solutions and achieve results, despite the demands on the local and national health and social services system.

KNOWLEDGE, SKILLS AND ABILITIES

- Leadership skills in the area of public health and/or health services.
- Skills in executive level health services administration.
- Knowledge of the health services system within the NWT, including the different departmental programs, program delivery models, and the socio-cultural and political environments in the NWT.
- Knowledge of health, public health and social services legislation, regulation and policy.
- Knowledge of program planning and evaluation methods in the health service field.
- Knowledge and understanding of quality, risk management and quality improvement methodologies in health and social services delivery.
- Knowledge of the methods for incorporating clinical and program delivery evidence into practice.



- Ability to analyze, evaluate and interpret a wide range of information and apply it within the unique social, economic and political environments of the NWT.
- Ability to lead and motivate both professional and non-professional staff, including those who have accountabilities to other employers or to professional associations.
- Ability to build and maintain good working relationships with colleagues throughout the GNWT, the health and social services system nation-wide and with partners outside the government.
- Management and interpersonal skills in order to lead and guide others to accomplish tasks and meet desired targets.
- Communication, coaching and motivational skills in order to share a clear vision and optimize human resource performance.
- Organizational, time management, analytical, facilitation and presentation skills.
- Ability to be sensitive to geographic and cultural needs of people, understanding how community and culture impact the delivery of health care.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion, and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

A Master's Degree in a relevant discipline, such as (but not limited to) health or public administration, and a minimum of 10 years management experience in a health or social system environment, that includes at least 3 years managing other leaders, and resources.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Position Security (check one)

- No criminal records check required
- Position of Trust – criminal records check required
- Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- French required (must identify required level below)
Level required for this Designated Position is:
ORAL EXPRESSION AND COMPREHENSION
Basic (B) Intermediate (I) Advanced (A)
READING COMPREHENSION:
Basic (B) Intermediate (I) Advanced (A)
WRITING SKILLS:



- Basic (B) Intermediate (I) Advanced (A)
 French preferred

Indigenous language: Select Language

- Required
 Preferred