



IDENTIFICATION

Department	Position Title	
Health and Social Services	Team Lead, Community Wellness Initiatives	
Position Number	Community	Division/Region
49-14041	Fort Simpson	Community, Culture, and Innovation / Dehcho

PURPOSE OF THE POSITION

The Team Lead, Community Wellness Initiatives is responsible for managing a territorial initiative aimed at improving the health status of Indigenous Peoples and communities in the Northwest Territories. The position provides leadership and territorial support to Indigenous community organizations, promoting innovative wellness practices and supporting self-determination through capacity building and strategic partnerships.

SCOPE

The Northwest Territories (NWT) Health and Social Services (HSS) system oversees the provision of a comprehensive range of services to a population of 45,493 people, including 20,035 Indigenous people, across an extensive geographic area of 1.2 million square kilometers, with the supports of approximately 1,400 health staff working in the Department of Health and Social Services (DHSS), Northwest Territories Health and Social Services Authority (NTHSSA), Tłı̨chǫ Community Services Agency (TCSA), and Hay River Health and Social Services Authority (HRHSSA). The NWT HSS system has the second highest per capita expenditures in Canada, and with a complex legislative landscape and multiple Federal funding arrangements to navigate. Efforts to support improved population wellness across multiple systems are faced with growing pressures, including rising costs and budgetary constraints, stretched human resources, and rising population needs and expectations. Addressing these barriers requires new and innovative ways of working, grounded in Indigenous health priorities and a focus on supporting Indigenous self-determination in health.

One significant challenge faced by governments is that mainstream organizations, like health and social services, cannot be separated from the legacy of colonialism and anti-Indigenous racism in Canada. In HSS settings, present day anti-Indigenous racism and systemic racism impact access to services, quality of care, and health outcomes for Indigenous peoples. Systemic racism also results in a system that inherently privileges the ideas, needs and norms of the



dominant white settler population, including the privileging of western knowledge over Indigenous approaches and ways of knowing.

The HSS system is committed to addressing and eliminating anti-Indigenous racism and promoting cultural safety and anti-racism. DHSS staff are expected to honour and promote a culturally safe and anti-racist environment at all times and to interact with clients, families, community members, partners and colleagues in a relationship-based approach. This involves being tactful, respectful, self-aware, and humble to develop and maintain ongoing and trusting relationships.

Systemic racism is the manifestation of racism within organizations like governments, where racist ideas become part of policies and practices. In Canada, there is increasing awareness of systemic racism in health and social services, especially against Indigenous people. In the NWT, the HSS system is focusing on cultural safety and anti-racism to address this problem through the 2016 commitment to action document, "Building a Culturally Respectful Health and Social Services System" and the 2019 document, "Cultural Safety Action Plan". Cultural safety means Indigenous people feel safe and respected, free of racism and discrimination, when using health and social services. To achieve cultural safety, anti-racism, and relationship-based care which is a way to build strong relationships between clients and providers are necessary.

To address the longstanding and complex issues and inequities in the HSS system, a new approach was developed by the Community, Culture, and Innovation (CCI) division to support a made-in-the-NWT integration model for health and social services driven by community priorities and based on trust and equity. This involves Primary Health Care Reform (PHCR) which is changing the system to work with people and communities using a community development approach. PHCR supports several community-based initiatives described as highly collaborative environments where system partners, community members, and Indigenous governments are working toward a shared vision of establishing new ways of working to achieve culturally safe and relationship-based care needed to improve the health of the NWT population.

The CCI division and Cultural Safety and Anti-Racism (CSAR) division work together in a health learning and innovation lab. The goal of both teams is to use a systemic approach to tackle complex problems and advance cultural safety in the NWT. Both teams generate and adapt new models, policies, facilitated collaborative spaces, training, and resources as part of their day-to-day efforts to advance equity. Most importantly, Indigenous knowledge and healing practices are prioritized, and Indigenous community relationships drive the divisions' ongoing learning.

The Community, Culture and Innovation is responsible for developing and overseeing NWT HSS system wide initiatives to embed cultural safety, social determinants of health, community development, and public participation within the overall delivery of care for NWT residents. They identify strategic priorities by collaborating with the NWT HSS System, Government of the



Northwest Territories (GNWT) Departments, community partners and Indigenous government, and provide leadership, guidance, direction, and support across the system to promote person-centered care and innovation based on Indigenous community priorities and data, with a focus on trust and equity.

The Community, Culture and Innovation division is dedicated to promoting the health and well-being of Indigenous people and communities through collaborative efforts between three units: Indigenous Health and Community Wellness, System Design and Integration, and Learning Health System. The teams strive for sustainable impact by fostering a culture of continuous learning and improvement through feedback and reflection, supporting team members to feel heard and valued, and embracing new challenges to enhance skills and knowledge. To maintain their commitment to excellence, the teams continuously adapt and enhance their approach.

The Indigenous Health and Community Wellness unit supports Indigenous communities in their health and wellness goals by implementing community development approaches, integrating the social determinants of Indigenous people's health, supporting Indigenous data sovereignty, and advancing community identified priorities.

The Community Wellness Initiatives aims to promote community-driven wellness solutions tailored to local Indigenous communities, with a focus on recognizing the importance of Indigenous nation building and self-determination in achieving community health and wellness. Indigenous nation building involves building capacity within Indigenous communities to govern their own political, economic, social, and cultural development. Addressing the social determinants of Indigenous People's health is critical to improve the health and well-being of Indigenous Peoples involved in the design and delivery of health and wellness programs. The Team Lead, Community Wellness Initiatives, will navigate both concepts and support Indigenous communities in building capacity to improve health outcomes.

Located in Fort Simpson, the Team Lead, Community Wellness Initiatives (Team Lead), oversees a team of Regional Planners, handling the administration, design, implementation, and continuous monitoring and evaluation of the Community Wellness Initiative, while applying principles of community development, Cultural Safety and Anti-Racism, and prioritizing Indigenous knowledge.

The Team Lead reports to and is supported by the Manager, Indigenous Health and Community Wellness (Manager), and supervises a multidisciplinary team of Regional Planners located in different regions of the NWT and supports the enhancement of leadership skills of a network of over thirty Wellness Coordinators working across various organizations. Leading a regionally distributed team and reporting remotely to the day-to-day supervisor in Inuvik will require additional communication efforts.



The Team Lead provides expert advice to staff in the HSS system as assigned by the Manager and works concurrently on multiple projects of varying complexity that involve the DHSS, GNWT, and Indigenous community organizations. The Community Wellness Initiatives administers a yearly budget of \$7 million. The incumbent supports the team with administering funding to over forty recipients and supports the Dehcho Region in their wellness planning process.

During engagement activities and training sessions the incumbent will assemble and transport meeting supplies and assist with the set-up of meeting locations.

Travel to NWT communities will be required approximately 12 times per year for approximately 3-5 days per occurrence.

RESPONSIBILITIES

- 1. Leads and supervises a team of Regional Planners to implement the Community Wellness Initiatives.**
 - Manage the team through change management efforts, providing reflection opportunities, identifying learning needs and fostering ongoing collaboration.
 - Ensure adherence to Indigenous research methodologies and ways of knowing, promoting Indigenous knowledge, and by applying principles of Cultural Safety and Anti-Racism.
 - Plan and facilitate yearly workplans, data collection, information exchange, and reporting mechanisms.
 - Manage work assignments and workload distribution while conducting performance evaluations as outlined by the Department of Finance guidelines.
 - Develop comprehensive briefing packages and advise the Manager on progress, challenges, and innovations.
 - Develop and implement communication approaches to keep all stakeholders and the public informed of the Community Wellness Initiatives.
- 2. Manages the lifecycle of the Community Wellness Initiatives by collaborating closely with Indigenous community organizations to develop comprehensive strategies that effectively address health and wellness needs and align with community priorities.**
 - Oversee and manage the development process of more than thirty comprehensive Community Wellness annual workplans, by upholding the rights of Indigenous Peoples and communities to self-determination, nation building, and data sovereignty.
 - Support the implementation of the Northern Wellness Agreement Monitoring and Evaluation plan.
 - Offer ongoing support, assisting with the execution of the Community Wellness Plans and making necessary adjustments based on feedback and evaluation.



- As the main point of contact, support the wellness planning processes for the Dehcho Region.
- Mentor and support Indigenous Wellness Coordinators to achieve Community Wellness Plan strategies.
- Create effective communication activities for greater participation and input into the development and implementation of health and wellness activities at the community and territorial level.
- Lead and provide expertise and support to approximately five project teams, comprised of Regional Planners and external consultants, to renew over thirty Community Wellness Plans.
- Utilize project management techniques, including work breakdown structures, scheduling, and budgeting estimation methods to plan projects and regularly update the Manager on progress.
- Inform the design of Indigenous engagement plans and facilitation guides with the aim of identifying community needs, increasing participation, and promoting inclusivity so that plans are representative and reflective of the diverse perspectives and priorities within the community, region, and territory.
- Develop a planning guide for the Community Renewal Process which takes place every four years by compiling wise practices and lessons learned.
- Prepare presentation packages and organize opportunities for the Manager, and Director, Community, Culture and Innovation to share updates with Indigenous community organizations to foster ongoing collaboration and shared understanding.

3. Implements and supports capacity building efforts, fosters Indigenous leadership opportunities, and builds strategic partnerships to successfully advance the Community Wellness Initiatives.

- Identify regional and territorial health and wellness trends to support knowledge sharing and provide advice on training and skill development programs to enhance community and regional capacity.
- Oversee the research, and cataloguing of wise practices, and community specific broad health and wellness priorities to inform decision making by regularly working with Community Wellness Coordinators.
- Inform and implement knowledge translation plans with Indigenous community organizations to share wise practices, inform community-based program development and improvement, and enhance skills.
- Supports the development of a capacity building plan by engaging with Indigenous community organizations to identify and analyze training and skill development needs.
- Supports the coordination of yearly regional and territorial training programs, gatherings, and conferences to offer leadership development opportunities at the individual level, and to promote capacity building at the organizational and community level.



- Design communication strategies to encourage greater participation and input from Indigenous communities in the development and execution of health and wellness activities at both the community and regional levels.
- Provide expert program advice and guidance to regional health and social services authorities, departmental staff, and other stakeholders regarding community wellness issues.

4. Offers guidance on Indigenous research methodologies, and holistic approaches to wellness and land-based programing.

- Research emerging and promising practice for Community Wellness Initiatives to center Indigenous knowledge and worldviews in the design of programing.
- Review and inform the development of regional health status reports to inform development of Community Wellness Plans and improve program delivery.
- Respect and uphold Indigenous data sovereignty principles when reviewing community health information. Ensure that data privacy and ownership rights are respected, and that data is used responsibly and ethically.
- Apply community development principles to ensure that Community Wellness Plans are developed by Indigenous communities and tailored to the unique needs of each community.
- Identify and share wise practices and successful holistic models of health and wellness to support Indigenous communities in incorporating Indigenous healing practices, and the revitalization of Indigenous languages and cultural practices.
- Develop and maintain strategic partnerships with Indigenous community organizations, GNWT staff, HSS system staff, and non-government organizations.
- Support GNWT integrative efforts by identifying community wellness priorities, and Indigenous health and wellness practices to inform the HSS system.

5. Oversees the administration of \$7 million budget for the Community Wellness Initiatives by functioning as the main point of contact for funding recipients, ensuring timely distribution of funds based on equity, accurate and timely reporting, and accountability.

- Supported by the NWT Bureau of Statistics, ensuring timely calculation and approval of the yearly funding formula, and yearly allocation of the Community Wellness budget.
- Oversee the preparation of contribution agreements and review of reporting in collaboration with Regional Planners to ensure all documents are compiled in accordance with the Grants and Contributions policies, and ready for processing by staff in the Finance Division Headquarters.
- Monitor approved proposals and Contribution Agreements to ensure funds are spent as proposed and maintain accurate and up to date records of all community-based programs and contribution agreements.



- Assist recipients in the monitoring and evaluation of their wellness programs so they meet stated goals and provide support for changes to program priorities and activities.
- Assist communities in the identification of additional funding opportunities in the wellness area.
- Remain aware of regional and community governance models to involve all relevant parties in the decision-making processes concerning community wellness programs and funding allocation.

6. Contributes to the efforts of the CCI division by showcasing public service excellence, upholding values and priorities identified by Indigenous people and communities, and committing to a continuous practice of self-reflection and whole person development.

- Contribute expertise and represent the CCI Division in internal and external forums, public participation activities, and priority-setting discussions to identify issues and innovative actions required to transform and integrate the HSS system.
- Foster an environment of community and continuous learning, discovery, joy and solidarity by facilitating and participating in collaborative spaces for divisional staff to carry out day to day work and onboarding.
- Establish and/or participate in local and cross-jurisdictional communities of practice to enhance training, knowledge exchange and translation, scaling, and sustainability of key initiatives.
- Contribute to curriculum development and act as a trainer and facilitator for the promotion and delivery of cultural safety and anti-racism training.
- Provide feedback on a variety of written documents from across the HSS system that reflect anti-Indigenous racism, social determinants of health, social justice, body sovereignty, health equity and a human-centered design approach
- Develop an awareness of individual positionality within the work, and a commitment to the necessary and ongoing inner and organizational work required to show up meaningfully with humility.
- Showcase a growth mindset and navigate discomfort with curiosity and confidence.
- Seek opportunities to develop and maintain knowledge and practice of Indigenous values and cultures, in a manner appropriate to the individual and position.

WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

No unusual conditions.



Sensory Demands

No unusual demands

Mental Demands

The position engages in topics that include interpersonal and systemic racism, and the intergenerational individual and community impacts of colonization, including the legacy of residential schools.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of community development models, programs, priority issues and strategies.
- Knowledge of health, lifestyle and wellness programs, services, standards and related activities.
- Knowledge of and/or the ability to acquire knowledge of relevant funding sources for the purposes of health and wellness programming and activities.
- Knowledge of colonial history and contexts for understanding inequities (social determinants of health) in health outcomes and access to health and social services, including but not limited to the residential school system and systemic racism.
- Knowledge of the Truth and Reconciliation Commission of Canada Final Report and Calls to Action, the National Inquiry into Missing and Murdered Indigenous Women and Girls Final Report, the United Nations Declaration of the Right of Indigenous People.
- Knowledge of and/or the ability to acquire and apply knowledge of the health and social services systems within the NWT, including programs, delivery models, and the socio-political and cultural environments.
- Ability to maintain an understanding of the social determinants of health for Indigenous peoples, and the context and enabling environments in which programs and services operate.
- Skills relating to public participation, health improvement, and project management methodologies.
- Ability to maintain an understanding of Cultural Safety and Anti-Racism frameworks.
- Ability to think analytically, strategically, conceptually.
- Ability to address situations using problem solving and time management skills.
- Computer skills including word processing, desktop publishing, email and Internet.
- Ability to work independently as well as with others by using leadership, guidance, listening and verbal communications skills, and relationship building skills.
- Ability to communicate clearly in plain language both written and verbal.
- Ability to challenge longstanding norms that perpetuate inequities within the workforce.
- 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 degree in Health, Social and Community Development related areas and three (3) years of relevant experience.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Position Security

- 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: Indigenous Language - Not Specified

- Required
- Preferred