



IDENTIFICATION

Department	Position Title	
Health and Social Services	Director, Mental Wellness and Addictions Recovery	
Position Number	Community	Division/Region
49-14880	Yellowknife	Mental Wellness and Addiction Recovery

PURPOSE OF THE POSITION

The Director, Mental Wellness and Addictions Recovery is responsible for the planning, design, development, implementation, coordination, monitoring, quality assurance, risk management and evaluation of mental health and addictions programs for residents of the Northwest Territories (NWT) that are delivered through the three Health and Social Services Authorities (HSSA's).

This position ensures that mental health and addictions services are fully integrated across the NWT health and social services system and leads cross departmental and intersectoral collaboration with key partners, including the Departments of Justice; Education Culture and Employment; and Housing NWT to strengthen whole of government responses.

The Director provides senior leadership to ensure services are designed and delivered in a way that is client centered, culturally respectful and responsive to community needs, advancing equitable access and improved outcomes for all NWT residents.

SCOPE

Since 2013, the NWT health and social services system has been engaged in a strategic renewal process. This began with System Transformation, a multi-year, community engagement-driven process to develop a model for an integrated health and social services system. This one system approach enhances efficiency and integration while respecting the unique context of the NWT's distinct regions and cultures.

Building on this foundation, the system is shifting through Primary Health Care Reform towards a team and relationship-based model which emphasizes public participation, community feedback, data driven decision making and cultural safety. Using a community development approach, this reform promotes inclusive priority setting and planning that incorporates the social determinants of health at all system levels.



The integration of mental wellness and addiction recovery is a critical element of ongoing system transformation and reform. The Director provides territorial leadership across the three HSSAs, ensuring mental wellness and addictions services are fully integrated, accessible, culturally safe and aligned with the whole of government priorities.

Recognizing the impacts of colonization and residential schools on Indigenous health, the MWAR division is committed to ensuring the delivering a culturally safe and respectful services. Divisional staff are expected to promote a culturally safe environment at all times and to interact with clients and families, community members, partners and colleagues in a respectful and humble way that is free of racism and discrimination.

Reporting to the Assistant Deputy Minister, Programs, the Director leads a multidisciplinary team of mental health and addiction professionals in the planning, program design, the establishment of policy direction and performance standards, monitoring and evaluation of service delivery and program delivery outcomes, to support quality mental health and addictions services and to facilitate improved outcomes for clients. The Director has four (4) direct reports, including a Manager, MHA System Quality and Integration Manager, MHA Strategic Programs, Senior Project Manager, and an Administrative Assistant.

The Director establishes the policies, processes and territorial standards to ensure quality mental wellness and addiction recovery care, and the effective integration of the mental wellness and addictions care within the broader health and social services system. This includes collaborating with the HSSAs to ensure that client centered choices in care delivery based on individual needs and preferences.

The Director develops a strategic framework and action plans in collaboration with HSSA's and other key stakeholders to guide the implementation of mental health and addictions services, establishes a monitoring and evaluation framework for the mental health and addictions system, is responsible to ensure effective program auditing and leads corrective actions as required.

The Director holds formal appointment as the “director” under the *Mental Health Act* and is responsible for its territorial implementation and oversight and consistent application across the health and social services system. The Director also provides leadership in identifying and advancing legislative amendments and contributes to the legislative process through the development, review and implementation of changes to the Act and regulations.

DIMENSIONS

- Reporting Positions: 4 direct, 10 indirect
- Compensation & Benefits: \$2,000,000 (approx.)
- Operations & Maintenance: \$2,000,000 (approx.)
- Grants & Contributions: \$20,000,000 (approx.)



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. Leads the development and implementation of strategic priorities and system wide policy direction for mental health, addictions and family violence services across the Northwest Territories, ensuring high quality, culturally safe and accessible care for all residents-including those under the Mental Health Act of the NWT.
3. Oversees and ensures the seamless coordination of mental health, addictions and family violence services driving interdepartmental collaboration and alignment across the health and social services system to meet the diverse needs of NWT residents and support whole of government objectives.
4. Provides leadership in defining and measuring system performance, in partnership with Health and Social Service Authorities and other key stakeholders to establish robust outputs, outcomes and performance indicators that demonstrate progress toward strategic goals and service excellence.
5. Leads inclusive, evidence-based planning processes by ensuring meaningful consultation and collaboration with Indigenous governments, community partners, service providers and other stakeholders, in the design, development and continuous improvement of the mental health and addictions system.
6. Ensures system transparency and accountability through strategic communication, political engagement, ensuring meaningful public and legislative input to inform and refine system plans and policy directions.
7. Develops a reporting structure and communication processes to ensure transparent, clear reporting to all stakeholders, relevant government committees and to the public, including presentations on action plans to the Legislative Assembly of the Northwest Territories as applicable.
8. Responsible to ensure that all resources necessary to deliver quality mental health, family violence, and addictions services to clients are established, properly supported, trained, and that they are monitored and evaluated.
9. Maintains responsibility for managing the divisions financial and human resource oversight.



- 10.** Addresses gaps in the legislation and/or regulations to support appropriate or best practices; ensures the fulfillment of all statutory requirements, as defined by legislation and regulations, and consults with Director's Counsel and GNWT Justice as required to examine and address deficiencies and gaps.
- 11.** Leads the development of strategic partnerships with territorial stakeholders, Indigenous governments, community organizations and other sectors to drive innovation and strengthen service integration that result in improved mental health, addictions and family violence services delivered to NWT residents.
- 12.** Represents the GNWT at federal, provincial and territorial (FPT) tables related to mental health and addictions, family violence, contributing to shared learning and alignment of territorial mental wellness and addictions priorities with national initiatives and best practices.
- 13.** Communicates, in consultation with the Assistant Deputy Minister Programs, as well as the Department of the Executive and Indigenous Affairs, and with Indigenous Organizations on mental health, addictions, and family violence related concerns, including any related community initiatives designed to improve communication, and community involvement to support clients with mental health, addictions or family violence challenges.
- 14.** Maintains responsibility for establishing culturally respectful and safe policies and service delivery models across the HSS system, ensuring that residents receive holistic support required to sustain wellness.
- 15.** Ensures system wide accountability for service excellence, requiring that all stakeholders and providers consistently demonstrate high standards of care, responsiveness and cultural safety in the support they deliver to clients navigating mental health, addictions and family violence programs.
- 16.** Designs, implements, monitors and evaluates a work plan specific to the establishment of a culturally respectful and safe mental health and addictions system, in partnership with internal and external stakeholders.
- 17.** Maintains responsibility to develop a quality-based policy framework with system standards and policies for mental health, addictions and family violence that align with national and international best practices.
- 18.** Consults with the HSSAs and other key stakeholders to ensure that standards and policies are responsive, client centered and community informed, while overseeing the monitoring, auditing and accountability mechanisms necessary to evaluate their effectiveness.



19. Provides senior leadership, direction and support to the Department's mental health, addictions and family violence team; ensuring the strategic vision and program objectives align with the GNWT mandate are clearly defined, operationalized and integrated across all program areas to improve outcomes for NWT residents.
20. Provides leadership for system transformation readiness within the mental health and addictions system, ensuring successful planning, rollout and integration of major system wide initiatives, including cross departmental collaborations such as the child youth mental health and wellness initiative, integrated service delivery and integration of mental health services to the delivery of justice system programming.
21. Ensures the integration of mental health data and service requirements into the territorial health information system, ensuring system wide infrastructure supports comprehensive, accurate and accessible mental health information aligned with clinical, operational and reporting needs.

WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

No unusual demands.

Sensory Demands

No unusual demands.

Mental Demands

The incumbent is exposed to serious and traumatic incidents and events concerning clients of the mental health, addictions and family violence systems. The services are highly politicized, and the integration of mental health and addictions with other parts of the HSS system as well as with other departments systems comes with competing deadlines and priorities.

KNOWLEDGE, SKILLS AND ABILITIES

- Ability to acquire knowledge of the relevant law, legislation, standards, procedures, and policies specific to Mental Health and Addictions.
- Knowledge about the complex system of governance in the NWT and the NWT's economic, social and cultural environment



- Knowledge of the political, economic and social cultural environment in the NWT and the ability to acquire knowledge of how government policy, legislation and regulations are developed.
- Ability to apply knowledge in a rapidly changing and challenging environment.
- Ability to be creative, focused, able to offer solutions and work well in a team environment.
- Knowledge of quality improvement/quality assurance and risk management processes.
- Strategic-thinking skills and judgment, as well as a ability to research, analyze and synthesize multiple concepts and priorities.
- Ability to build and maintain a good working relationship with colleagues throughout the GNWT, and with partners of other governments and organizations.
- Knowledge of public service business planning and financial reporting processes, and the ability to complete budgeting, forecasting, and allocation.
- Clinical knowledge of mental health, addictions, family violence, sexual abuse, physical abuse, neglect, developmental issues
- Knowledge of and ability to interpret statistics, statistical reporting, methodologies
- Organizational and time management skills
- Reading comprehension, oral and written communication skills
- Ability to represent the Department and its position accurately and professionally.
- Negotiation skills to enable managing conflicts with individuals, groups, including Indigenous organizations, inter-jurisdictional committees, etc.
- Ability to work to deadlines and respond effectively to frequently changing deadlines and priorities.
- Computer skills and the ability to work with a range of computer applications, and awareness of information management systems.
- 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 a health-related field (such as social work, nursing, psychology) with a minimum of 8 years of progressive experience in Mental Health & Addictions, including a minimum of 3 years managing people and resources.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

If part of a self-regulated profession (i.e., social work or nursing, etc.) the incumbent must be registered or eligible for registration with the appropriate governing body (i.e., CANN).

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