

Company : IWK Health

Req ID: 163447

Department/Program: Planning & Improvement, Strategy and Performance

Location: Halifax

Type of Employment: Permanent Hourly FT (100% FTE) x 2 position(s)

Start Date: October 2023

Union Status: Non-union, Management/Non Union Bargaining Unit

Compensation: \$38.7875 - \$48.4843 /hour

Closing Date: Open Until Filled (Applications are accepted until 23:59 Atlantic Time)

Successful external applicants will be eligible to receive a one-time Signing Bonus of \$5,000. In turn, a Return of Service will be required for a (2) two-year period.

IWK Health is a respected academic health sciences centre located in Halifax, Nova Scotia, providing tertiary and primary care for two million children, youth, adults and families each year across the Atlantic region. We have a team of approximately 4000 employees, physicians, volunteers and learners at sites across [Nova Scotia](#). People build careers with IWK Health with our focus on training and mentorship opportunities. We recognize each other's talent and celebrate our successes. We collaborate in modern facilities or virtually from home, align our work to our [values](#), and enjoy access to enhanced [benefits](#) and wellness programs. We are proud to support our patients, families and communities and are grateful for the generous donor support we receive.

Promoting an anti-racist environment, and calling out discrimination as we work and provide care, is important to us. We are located in Mi'kma'ki, the unceded and ancestral territory of the Mi'kmaq people. Working in Mi'kma'ki and providing care to those across Atlantic Canada is a shared privilege with the original inhabitants who have lived here for many thousands of years prior to colonization. There are 13 First Nation communities across Nova Scotia, and more than 50 historic African Nova Scotian communities who also have a long, deep, and complex history dating back over 400 years. We have the highest percentage of people with disabilities in the country. Nova Scotia has the highest proportions of transgender and non-binary people than any other province or territory in the country. We are active in our work to eliminate discrimination, but have more work to do to build that trust, acknowledge our biases and reduce the barriers our diverse communities face. We want IWK Health to be a safe and supportive space of equity and belonging in the care we provide and the employment we offer. We welcome all interested persons who self-identify as Indigenous, Black/African Nova Scotians, Persons of Colour, Immigrants/Newcomers, Persons with Disabilities, 2SLGBTQIA+ to apply to support our goal for our workforce to be representative of the patients, families, and communities that we care for at all job levels.

The Opportunity

The Planning & Improvement portfolio is mandated to lead, facilitate and support the execution of the IWK's continuous improvement change initiatives. Each team member serves as a consultant to organizational leadership and clinical care areas, using and teaching methodologies to enable the IWK Health to achieve its continuous improvement priorities.

Reporting to the Manager of Planning & Improvement, the Planning & Improvement Consultant functions as an internal advisor to lead, organize and coordinate complex, high-risk, organization wide change initiatives, including change sustainment and improvement processes. The Consultant works in collaboration and partnership with

Strategy and Improvement portfolio leadership and the IWK's Executive Leadership Team in the development, management of assigned change and improvement initiatives established throughout IWK programs and services.

Hours of Work

Monday-Friday, 0830-1630; 75 hours bi-weekly

Your Qualifications

- Undergraduate degree in Health Services Administration, Health Information Management, Business Administration or Industrial Engineering required. Master's degree in a related field an asset.
- Minimum three (3) years' experience leading strategic and/or performance improvement-related projects required.
- An equivalent combination of undergraduate education and relevant experience may be considered.
- Project Management Professional (PMP) or Certified Associate in Project Management (CAPM) certification (Issued by Project Management Institute) considered an asset.
- Comprehensive knowledge of program planning and strategic planning.
- Demonstrates excellent word processing, spreadsheet, relational database, visual management software, project management software and simulation modelling software skills.
- Demonstrates a high level of LEAN, project management and change management expertise. Change management certification an asset.
- Demonstrates a high level of decision-making and problem-solving skills.
- Comprehensive knowledge of system/process re-design methodologies.
- Comprehensive knowledge of evaluation design and methodology.
- Experience and demonstrated expertise in data management, data analysis, and statistics.
- Knowledge of health care delivery systems in various hospital and community settings.
- Demonstrates excellent team building and management of group processes skills.
- Demonstrates excellent presentation communication skills (written and verbal) required.
- Demonstrates excellent interpersonal and facilitation skills.
- Demonstrates a high level of initiative, patience, prioritization, and organizational ability skills.
- Competency in other languages an asset.
- Occasional travel within the province may be required.
- Holds a valid minimal Class 5 Nova Scotia driver's license and reliable transportation required.

Thank you for your interest in IWK Health.

Please note that we only contact applicants selected for interview/testing. If we invite you to participate in an assessment process (such as an interview or testing) you have the right to request accommodation. Please discuss your needs when invited to the assessment process.

This is a Management/Non Union bargaining unit position. Preference is given to bargaining unit employees for unionized positions. Successful applicants changing unions, bargaining units or employment status, are advised to seek clarification regarding their seniority, benefits, and vacation entitlement and/or usage, prior to accepting the position.

An offer of employment is conditional upon the completion and satisfactory results of all applicable background checks and confirmation of credentials. Additionally, as per Nova Scotia's COVID-19 Vaccine mandate, any offer of employment will be conditional upon submitting proof of full vaccination status. Medical exceptions or any other kind of requested exception based upon the Health Centre's obligations pursuant to the Nova Scotia Human Rights Code will be considered on a case-by-case basis

If you are an employee of IWK Health, please apply through the [internal careers page](#) to ensure you are flagged as an internal applicant.