



Primary Care Network (PCN) Lead April 2024 Job Posting

COULD THIS BE YOU?

If you've been searching for a pivotal role that merges strategic leadership with healthcare innovation, this could be your next big challenge. We're looking for an exceptional individual with innovative ideas, outstanding collaborative leadership skills, and a heart that beats in rhythm with community care.

We are hiring a Lead for the Kootenay Boundary (KB) Primary Care Network (PCN), an innovative and collaborative primary care improvement initiative. Some of the PCN's core goals include improved access to care, the creation of effective team-based care to increase care capacity and culturally safe care provision.

Guided by an incredibly dedicated and skilled PCN implementation team and PCN Steering Committee, the KB PCN has accomplished incredible progress in primary care transformation and is embarking now to the next level of our work.

Interested? Please read on...

BACKGROUND INFORMATION

The PCN Lead is an employee of the Kootenay Boundary Division of Family Practice, a hub of local innovation in health care, and part of a province-wide initiative designed to strengthen primary health care in BC. The Division increases primary health care capacity and improves patient and population outcomes by developing and implementing programs and services that positively impact Family Practitioners and their patients.

Although embedded within the KB Division, the PCN Lead has a key accountability to the KB PCN Steering Committee, a collaborative leadership table, composed of KB Division, Interior Health Authority, patient and Aboriginal partner members. The PCN has eight provincially- defined [Core Attributes](#).

KEY COMPETENCIES

Leadership Ability

- Proven track record of effective leadership, with the ability to maintain a clear strategic direction for the initiative.

- Experience in developing and implementing innovative healthcare programs and initiatives.
- Ability to inspire and motivate towards a common vision and goals.
- Provide guidance and direction in a manner that inspires others, fostering alignment with a shared sense of purpose.
- Make prompt decisions effectively, balancing the level of attention required for each situation.
- Maintain composure and emotional stability during times of heightened emotions, increased stress, and growing complexity - acting as a stabilizing influence in an environment of uncertainty.
- Utilize the IAP2 spectrum to guide and ensure appropriate levels of participation and engagement in decision-making processes, fostering transparency and accountability

Healthcare Expertise

- Strong understanding of the healthcare domain specifically Primary Care, including knowledge of current trends, challenges, and opportunities.
- Ability to identify and address the healthcare needs of the community and clinical membership and design appropriate interventions.
- Bring leadership to shifting physician and health system culture to create an ever more open atmosphere for transformative change.

Tactical Thinking and Program Development

- Ability to develop, implement and or support strategic plans that align with the PCN's overall goals and visions, both provincially and locally.
- Proven ability to identify funding opportunities, develop grant proposals, and secure resources to support program implementation.

Relationship Building and Networking

- Exceptional interpersonal and networking skills, with the ability to build relationships with stakeholders, including healthcare providers, community organizations, government agencies, and funders.
- Proven experience in fostering collaborations and partnerships to enhance program impact and sustainability.
- Strong negotiation and communication skills to advocate for the PCN's goals.
- Experience in public speaking, media relations, and utilizing various communication channels to raise awareness and advocate for the PCN's goals.
- Understanding of the needs of, and natural ability to establish rapport with a wide variety of stakeholders, including health care professionals (esp. family physicians, nurse practitioners and Health Authority partners), and patient, community and Aboriginal partners.
- Able to lead and navigate sensitive negotiations, competing interests.

- Knowledge and understanding of primary care settings, the health care system and the complexity of the environment.
- Experience bringing facilitative leadership to collaborative cross-organizational tables

Governance Table Support

- Experience in providing comprehensive support to governance tables, such as multi-stakeholder Steering Committees, implementing effective governance practices, and supporting governance-level functions.
- Ability to support the Steering Committee Co-Chairs in preparing and facilitating PCN Steering Committee Meetings and various working group meetings.

Operational Excellence

- Experience in budget development, financial management, resource allocation and reporting.
- Ability to establish and monitor program metrics and outcomes, ensuring continuous improvement and impact assessment.
- Demonstrating proficiency in conflict resolution techniques and delivering constructive feedback ensuring effective communication and learning.
- Strong organizational and project management skills to ensure efficient and effective program/project delivery across the program.
- Ability to multi-task and demonstrate flexibility and adaptability for changing needs/priorities. Strong prioritization and triage skills within a climate of continuous emergent issues and needs.
- Ability to independently solve problems and make decisions within the scope of the position.

Team Building and Development

- Demonstrated ability to lead, inspire, and develop a high-performing team in alignment with the KB Division's [TEAL](#) framework.
- Commitment to fostering a collaborative and inclusive work culture, valuing diversity and promoting a positive and supportive environment.
- Strong coaching and mentoring skills to empower team members and build their capabilities.

Ethics and Integrity

- High ethical standards and commitment to transparency, accountability, and maintaining confidentiality.
- Ability to make difficult decisions with fairness and integrity.

PREFERRED EDUCATION, TRAINING AND EXPERIENCE

- A Master's degree in Health or Business Administration, Leadership, or equivalent combination of education and experience.

- A minimum of five (5) years of related experience in organizational or program leadership.
- Ability to use the Google Suite of services. Tech savvy.
- A class 5 BC Driver's License and access to a reliable vehicle suitable for winter driving.
- Geographically located in Kootenay Boundary

WORK TERMS, HOURS & COMPENSATION

This is a full time role with a need for some flexibility, as demands of the role fluctuate from week to week, and will include some evening and early morning engagements. However, these fluctuations will be to some extent within your control. Candidates may reside anywhere within Kootenay Boundary. There may be occasions when in-person meetings are required and therefore reliable transportation and willingness to travel in all seasons and in the evening is necessary.

The role is a continuing, full time (~37.5 hrs) employment position. Overtime may not be accrued. Hours of work, vacation (typically 4 wks), Time off in Lieu and sick time are all self-managed. Benefits are provided by Canada Life. Salary Range will be commensurate with qualifications & experience, range \$100,000-130,000 per annum.

SELECTION PROCESS

Selection of Employee will follow the process below:

Step	Activity	Deadline
1	Qualifications information accepted. (CV, Cover Letter, etc.)	April 26, 2024
2	Shortlist determined, contacted via email.	May 3 - 6
3	Initial interviews	Begin the week of May 6
4	Second shortlist determined, contacted via email, and provided with invitation to one or two "coffee dates", and possible presentation topic/assignment.	May 9 -11
5	Coffee 'dates'	Week of May 13
6	Reference checks	Week of May 13
7	Candidate selection completed	May 21 - 23
8	Position orientation/engagement	June 3 - preferred
	Unsuccessful members of the second shortlist sent a gift certificate to a KB restaurant or bookstore of their choice, as a token of our appreciation for participation in the presentation/assignment aspects of this process.	

We embrace individuals from diverse backgrounds, recognizing that inclusivity fosters innovation and advances systems change. We actively invite applications from underrepresented communities and are committed to an ongoing journey of growth and education in Diversity, Equity, and Inclusion.

For more information, please contact Alicia Pace, Team Lead, at apace@kbdivision.ca

Please submit qualifications by noon, **April 26, 2024** to careers@kbdivision.ca.

We thank all applicants for their interest; however, only those candidates selected for interviews will be contacted.

Notwithstanding the dates above, the position will remain posted until filled. Presence of this Position Description on our website indicates the position remains open.