

PCN Indigenous Lead

The Primary Care Network, in partnership with the Campbell River & District Division of Family Practice, is recruiting for a PCN Indigenous Lead. This is a permanent, full-time position employed by the Campbell River & District Division of Family Practice.

Job Title:	PCN Indigenous Lead
Reports to:	Primary Care Network Manager
Status:	Full-time
Hours:	37.5 hours per week; flexible work week
Wage:	\$78,000-\$87,750 annually; plus a comprehensive health and wellness benefits package
Closing Date:	Until position is filled, with a target start date in September 2025
Start Date:	September 2025 (flexible start date)

What is the Campbell River & District Primary Care Network?

The Campbell River & District Primary Care Network (CRD PCN) works toward improving access to primary care for Campbell River and the surrounding communities with a particular focus on priority populations who have both current or historic barriers to accessing care or who have complex care needs. The PCN continues to build a network of health services which will support connecting patients and families to the healthcare providers they need. The goals of CRD PCN include improving care and eliminating racism to Indigenous clients in the region. Leading this critical priority, the Indigenous Lead will support building cultural safety and humility across the PCN, support the Indigenous Advisory Committee, and support Indigenous communities, organizations, and members in accessing culturally safe care in the Campbell River & District's PCN.

What does the Cultural Safety and Integration into Practice Lead do?

In this role, the PCN Indigenous Lead will work under the guidance of the PCN Manager and designated representatives from the Indigenous Advisory Committee. This position will lead the **development and implementation of the Cultural Safety Strategy**. The strategy will focus on engaging PCN partners in learning about Indigenous-specific racism and implement practices and processes that are experienced as culturally safe by First Nations, Inuit and Métis peoples.

This role will **engage and liaise with the Indigenous Advisory Committee representatives**, community members and service providers to reflect on local needs related to cultural safety practices in healthcare delivery, with a focus on lifelong learning and continuous improvement.

This role will also **support culturally safe healthcare relationships, facilitate education and learning opportunities for healthcare providers in the network, enhance knowledge and application of culturally appropriate care when working with Indigenous patients and families, and with support the PCN's Indigenous Advisory Committee**.

For a full list of duties and responsibilities please view the [job description here](#).

What skills and experience are we looking for in the ideal candidate?

- Ability to facilitate meaningful and respectful dialogue the creation of respectful relationships across the healthcare continuum.
- Ability for self-reflection and personal development and demonstrated humility.
- Ability to build and maintain relationships through Indigenous ways of communication and coming together.
- Demonstrated deep understanding of Canadian and Indigenous history, an understanding of the roots of harm (colonization and racism) and the ongoing harm related to historic and current colonial policies and structures.
- Demonstrated understanding of the TRC Calls to Action related to health and the United Nations Declaration on Rights of Indigenous Peoples (UNDRIP).
- Demonstrated lived and work experience with understanding and knowledge of Indigenous Health and Wellness, including but not limited to: knowledge of local Indigenous communities, including differences in respect to access to health services, health benefits and advocacy.
- Demonstrated understanding and knowledge of health and wellness services available, to inform and bring awareness of services and supports to local Indigenous communities including, First Nations, urban Indigenous, Inuit and Métis Peoples.
- Understanding of the significance of incorporating traditional Indigenous perspectives and practices within healthcare and the associated complexities.
- Demonstrated awareness and understanding of lateral violence and tensions, rooted in colonization that affect the wellness of Indigenous communities.
- Excellent interpersonal, written and oral communication skills are required.
- Strong administrative and organizational skills are required as is the ability to work well in an environment with confidential information and working with discretion.
- Physical ability to perform the duties of the position.

What are the minimum qualification required?

- A level of education, training, and experience equivalent to a bachelor's degree in a related discipline.
- Three (3) years' recent related experience working for Indigenous organization/programs or healthcare that includes interacting and developing relationships with Indigenous people and Indigenous communities is required.
- In depth understanding and knowledge of Indigenous culture, specifically the diverse Indigenous cultures within the Campbell River & District area.
- Valid BC Driver's License and access to a reliable vehicle.
- Criminal record check required.

Preference will be given to candidates of Indigenous ancestry.

How to apply:

Please submit your resume and cover letter noting "PCN Indigenous Lead" in the subject line to: jobs@crddivision.ca

- Applications will be reviewed as they are received, and early submission is encouraged.
- Please note that only candidates selected for an interview will be contacted.