

The Campbell River and District Division of Family Practice is seeking an  
**Executive Director**  
to join its growing team!

**Are you a natural collaborator? A seasoned team leader and motivator? A community builder?  
Do you want to influence positive change for physicians and patients in the Campbell River District?**

The Campbell River and District Division of Family Practice (CRDDFP) is seeking an Executive Director to build upon our vision of a network of healthy and engaged family physicians driving primary care that is reflective and responsive to our diverse community. This position is a great opportunity to develop strong local, regional, and provincial partnerships and promote the well-being, involvement, and leadership of physicians. You will be bringing the voice of family physicians to influence and shape responsive, local delivery of patient care.

**Who is the Campbell River and District Division of Family Practice?**

CRDDFP is a non-profit society that represents over 75 family physicians and works with other providers and partners in Campbell River and district that includes the areas of Cortes and Quadra Island, Gold River/Tahsis and Sayward. The Division provides opportunities for physicians to work collaboratively with Island Health, community partners, the General Practice Services Committee (GPSC) and the Ministry of Health to identify the health care needs, and to develop solutions to meet those needs in the community and district. We develop and deliver a suite of programs, including those that focus on long term care, maternity supports, physician wellness, recruitment, and retention.

The Division is committed to ensuring that their programs consider the calls to action by the Truth and Reconciliation Commission of Canada and the In Plain Sight report. The area that the Division covers includes the Coast Salish, Nuuchah-Nulth and Kwakwaka'wakw family groups and the Métis of the North Island.

**Who are we looking for?**

Fundamentally, you have a deep understanding of the value of Family Practice within health care and know how to identify, reflect, and address the community need with a lens on strengthening community-based care. You have experience bringing diverse local and provincial leaders together to accomplish long-term goals and address the issues surrounding healthcare in our community in a way that is sustainable, tailored, targeted and effective. You'll be addressing the root causes of stress in our community of physicians and healthcare workers that is affecting patient care.

You will report to and have the support of an active Board with opportunities to add to the talented staff team. You will both maintain and develop our successful programs which support Family Practitioners while continuing the implementation of the Primary Care Network newly underway.

You will bring to bear your ability to negotiate from a position of strength on behalf of CRDDFP. Your understanding of the practical concerns of physicians and the community and how they interact is key.

Your success will be driven by your proven ability to bring together, direct, train and motivate a team of 5 staff, providing effective communication and relationship-building with various stakeholders to accomplish short and long-term goals.

We wish to invest in your career success and enjoyment, providing training, competitive salary, market-based benefits, flexibility and autonomy in your work that reflects our deep trust in your capability.

### **What Skills, Competencies and Experience Does the Executive Director Need to Possess?**

This is an ambitious and engaging opportunity for an experienced non-profit leader who is committed to the advancement and support of primary health care and integrated service delivery. As the ideal candidate, you bring a collaborative leadership style, with the ability to advocate, negotiate, communicate and problem solve in a complex, multi-disciplinary environment, with and among Board members, family physicians, healthcare practitioners and community partners. You are highly organized and can bring your interpersonal, financial, governance and strategic planning acumen to the Division table. You will have a degree in a relevant program area (including, but not limited to, healthcare and/or non-profit leadership) with over five years of progressive leadership experience. You model our commitment to work with our indigenous partners in the spirit of reconciliation and share a commitment in the journey towards Cultural Safety and Humility.

### **Work Environment and Remuneration**

This position requires you to be living and working within commuting distance to and within the Campbell River and District region and requires a valid driver's license with the ability to travel and attend meetings outside of regular working hours.

This is a full-time, salaried position. Hours of work are flexible however there will be a need to attend early morning, evening and occasional overnight meetings or conferences.

The annual salary is \$115,000 and includes a comprehensive health and wellness benefits package.

Please click [HERE](#) for the full job description

For more information: [Campbell River & District | Divisions of Family Practice \(divisionsbc.ca\)](http://Campbell River & District | Divisions of Family Practice (divisionsbc.ca))

### **How Can I Apply?**

Please submit your application in confidence to: [jobs@crddivision.ca](mailto:jobs@crddivision.ca)

Only e-mail applications with a cover letter and resume will be accepted. Applications will be acknowledged and reviewed as they are received. **The deadline for applying is 12:00 noon November 28, 2022**, and early submission is encouraged. Applications received after the deadline will be reviewed on a case by case basis. Interviews are expected to begin in December.

Please note that only candidates selected for an interview will be contacted.