

Indigenous Support Lead – Primary Care Network Campbell River & District

Our communities' Primary Care Network in partnership with the Campbell River & District Division of Family Practice are recruiting for an Indigenous Support Lead. The Indigenous Support Lead is employed by the CR & District Division of Family Practice.

Job Title:	Indigenous Support Lead
Reports to:	Primary Care Network Manager & Executive Director of Division of Family Practice
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:	March 12 or until position is filled
Start Date:	April 2, 2024

Who is the Campbell River & District Primary Care Network?

The Campbell River & District Primary Care Network (CRDPCN) plan was approved by the Ministry of Health and is supported by the Family Practice Services Committee (FPSC) and Doctors of BC. The CRDPCN will work towards networking health services, supporting patient medical home development, improving team-based care, and finding primary care providers for unattached patients within the Campbell River & District communities. The goals of the CRDPCN include creating an integrated system of care, improving care, and reducing racism to Indigenous clients in the region. With that in mind, the role of Indigenous Support Lead has been created to support the Indigenous Advisory Committee, the Indigenous communities, organizations, and members in achieving active participation in the delivery of quality primary care in the Campbell River & District.

What does our Indigenous Support Lead do?

The Indigenous Support Lead will work under the direction of the PCN Manager and designated representatives from the Indigenous Advisory Committee, under the PCN governance structure. This position will support Indigenous patients, families, and communities by learning about the impacts of colonization and advocating for health provider relationships that are trauma-informed and patient- and family-centred, in order to promote culturally safe engagements. The Indigenous Support Lead will work to coordinate cultural safety training in alignment with the goals confirmed by the PCN's Indigenous Advisory and Steering committees under the direction of PCN Manager. Additionally, the Indigenous Support Lead will engage with the Division of Family Practice physicians, Island Health and First Nations Health Authority (FNHA) to identify and coordinate opportunities to increase the understanding of wellness, informed by Indigenous perspectives. The Indigenous Support Lead will also support PCN stakeholders in learning about Indigenous-specific racism and implement practices and processes that are experienced as culturally safe by First Nations, Inuit, and Métis peoples.

What are the roles and responsibilities of the Indigenous Support Lead?

- Coordinate and/or navigate opportunities for service providers within the Primary Care Network to support their journey in understanding cultural safety and humility, Indigenous-specific racism and apply your learnings to care and environment of care (e.g. creating welcoming and safe spaces).
- Engage with Indigenous Advisory Group representatives, community members and service providers to reflect on local needs and is adaptive and responsive in practice.

- Support the partners in the Primary Care Network to nurture, guide and support understanding between clients, families and care providers to establish effective attachment to Indigenous peoples and to address challenges Indigenous peoples experience when accessing primary care services.
- Develop and implement a strategy with input from the Indigenous Advisory Committee, Primary Care Network leadership team and Island Health Primary Care Manager to ensure cultural safety is embedded throughout the Primary Care Network.
- Provide support to ensure the continuation of the Indigenous Advisory, consisting of members of Indigenous communities, including various First Nations, urban Indigenous, Inuit and Métis Peoples, ensuring that recommendations are captured and elevated.
- Collaborate with PCN leadership and the Indigenous Advisory to ensure productive two-way communication that effectively implements initiatives approved by all parties.
- Engage with Indigenous communities to support community members with increasing awareness and understanding of primary care access and delivery.
- Support identification of strengths and challenges from Indigenous perspectives and facilitate initiatives that address barriers and challenges to access to primary care for Indigenous clients.
- Inform and influence policy and development efforts of PCN members to embed cultural safety within existing practice, processes and policies within the Primary Care Network's clinics, through collaboration with the Indigenous Advisory group and the PCN leadership team.
- Collaborate and support the multidisciplinary teams within the Primary Care Network's clinics, through participating in team meetings and partnership sessions.
- Attend and participate in Indigenous Health and Cultural Safety team meetings.
- Collaborate with PCN Leadership, the Indigenous Advisory and Indigenous communities and agencies to support defining Nation-based or Indigenous approaches to care and coordinate capacity building as requested (e.g., Lateral Kindness, Accessing Healthcare), improving access to care.
- Participate in on-going learnings and initiatives that support critical self-reflection and a deepened analysis of Indigenous specific racism as outlined in the Journey of Learning for cultural safety and humility, demonstrated through practice.

What you bring:

- Ability to facilitate courageous conversations while supporting the creation of respectful relationships.
- 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, in order 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 and associated complexities of incorporating traditional Indigenous perspectives and practices within healthcare.
- Demonstrated awareness and understanding of lateral violence and tensions, rooted in colonization, that affect the wellness of Indigenous communities.

How you qualify:

- 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 an Indigenous organization/program that includes interacting and developing relationships with Indigenous people and Indigenous communities;
- In depth understanding and knowledge of Indigenous culture, specifically the diverse Indigenous cultures within the Campbell River & District area; and
- Valid BC Driver's License.
- Preference will be given to candidates of Indigenous ancestry.

How to apply:

- Please submit your resume and cover letter noting 'Indigenous Support 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.