

CITY OF HAMILTON

HEALTHY & SAFE COMMUNITIES DEPARTMENT

(EPIDEMIOLOGY, WELLNESS & COMMUNICABLE DISEASES DIVISION – HEALTH STRATEGY & HEALTH EQUITY PROGRAM – LOCATION – 100 MAIN ST. W., 5th FLOOR)

INDIGENOUS HEALTH STRATEGY SPECIALIST

Hamilton Public Health Services (HPS) is committed to effective engagement with the Indigenous Community in Hamilton. The goal of this engagement is to provide guidance and direction for the work of HPS to meet the Ontario Public Health Standards (OPHS) through its programs and service delivery.

The Truth and Reconciliation Commission (TRC) Calls to Action highlight the importance of relationships with Indigenous people across multiple sectors, including health. These Calls to Action related to health include the need to focus efforts on multiple issues affecting the health of Indigenous people.

Hamilton has a large Indigenous community and meaningful and effective engagement with, and involvement of, the Indigenous community is critical to effectively addressing the significant health issues faced. This requires partnership and working collaboratively in a way that is not only inclusive and respectful, but also acknowledges the self-determination rights of Indigenous people.

Engagement activities with the Indigenous community in Hamilton (including Indigenous community partners and other members of the Indigenous community), are required to support and advance improved health outcomes and to increase health equity for Hamilton's Indigenous community.

In addition, there needs to be a focused investment in the area of mental health and mental wellness. Engagement activities will provide the basis for the framework for HPS to direct its work to meet the defined objectives above. In addition, since mental health has been identified as an issue of priority, a specific action plan/strategy for mental health and mental wellness will be developed by the Health Strategy Specialist.

This full-time, temporary position, is an interesting career opportunity for a skilled individual combining project management, research and analytical expertise with in-depth knowledge and understanding of the social, historical, political and economic factors that shaped and continue to shape the health of Indigenous people in Hamilton.

SUMMARY OF DUTIES

Reporting to the Manager, Health Strategy & Health Equity Program, the Indigenous Health Strategy Specialist (IHSS) is responsible for planning, integrating and leading Public Health Services strategic Indigenous initiatives and is accountable to deliver upon PHS strategic Indigenous initiatives through application of evidence based Public Health methodologies. The IHSS engages and builds relationships with local Indigenous leaders, health system and community partners, in order to identify and support issues of organizational barriers to Indigenous cultural safety and walks a good path to truth and reconciliation, by leading Indigenous community health initiatives, to better serve the urban Indigenous population and achieve better health outcomes in Hamilton.

The IHSS is competent in using health system integration skills to align their work with Hamilton's Urban Indigenous Strategy, the TRC Final Report, the OPHS and Indigenous community health needs. We are looking for an individual with experience and understanding of Indigenous worldviews to investigate health trends and determine areas of opportunity through research and analysis with technical competence in health promotion. The IHSS provides leadership, guidance, community engagement, innovative problem solving and achieves results through effective teamwork with partners.

GENERAL DUTIES

Plans, coordinates and leads strategic projects related to Indigenous health in-alignment with Hamilton's Urban Indigenous Strategy and the Ontario Public Health Standards.

Researches, develops and recommends short/long term service delivery strategies in accordance with PHS strategic directions, guidelines and legislative program requirements.

Develops recommendations for improvements to services, including required organizational changes, staff resources and skill requirements.

Assists in service delivery analysis, recommending effective strategies and monitoring current impacts both short and long term.

Analyzes and interprets complex information to provide strategic recommendations to guide policy and programming decisions and for improvements to services.

Provides consultation to programs on significant change initiatives within programs/divisions where political and community engagement is important. Assists with building capacity for health promotion and community engagement in PHS positions involved in health promotion activities. Provides expertise and consultation on health promotion and community engagement to staff from Public Health Services.

Promotes teamwork and provide direction to cross-functional teams, provides clearly defined goals and objectives, provide advice to staff on health promotion, system and community engagement. Works collaboratively with project teams consisting of internal and/or external stakeholders. Ability to work independently and identify supports required to manager.

Prepares oral and written presentations to management, Board of Health and community and report regularly on the status of projects, milestone achievement, resource status, change and risk management. Prepares recommendations and outline preferred course of action. Prepare written reports to funders as required.

Provides critical analysis of provincial policies and evaluate their impact on program delivery.

Fosters and maintains collaborative relationships with local Indigenous leaders, knowledge keepers, agencies, consultants and other relevant stakeholders.

Initiates and mobilizes effective linkages with non-Indigenous key community partners to establish partnerships that would increase access to information and resources and to develop, implement and evaluate strategies to effectively deliver upon City and HPHS priority projects.

Ensures Indigenous knowledge is respected and applied in a culturally safe manner.

Represents HPHS on relevant committees, agencies and/or Staff Circles.

Plans project evaluation in consultation with appropriate staff, implements project evaluation plans. Engages in a culture of continuous quality improvement.

Monitors, identifies, analyzes and provides recommendations on health trends, risks and opportunities.

Applies advanced knowledge of public health, Indigenous health and/or technical knowledge regarding population health, social determinants of health and evidence-informed decision making.

Leads research evidence reviews.

Maintains confidentiality of personal health information and other records, as required.

Works in accordance with the provisions of applicable Health and Safety legislation and all City of Hamilton Corporate and Departmental policies and procedures related to Occupational Health and Safety.

Performs other duties as assigned by the Manager, which are directly related to the normal functions of the job as defined.

QUALIFICATIONS

1. Bachelor's degree at an accredited post-secondary institution in a relevant field (e.g., health sciences, community engagement, community development, health promotion, social services, etc.) with post-graduate training in a relevant field preferred.
2. Demonstrated previous experience in the field of health services- experience in a municipal environment or public health sector and is an asset.
3. Comprehensive knowledge and experience working with Indigenous communities, culture, protocols, events, service agencies, community networks and strategies. This includes working with Elders and knowledge keepers.
4. In-depth knowledge and understanding of the social, historical, political and economic factors that shaped and continue to shape the health of Indigenous peoples in Hamilton.
5. Demonstrated problem-solving capacity related to the complexities of working with multiple stakeholders and the ability to relate well to a culturally diverse population.
6. Demonstrated competency in critical appraisal of the literature and evidence-informed decision making.
7. Experience with and understanding of Indigenous knowledge and worldviews as it relates to health, including mental health and mental wellness.
8. Excellent communication, written and presentation skills. Working knowledge of relevant software and computer programs such as Microsoft productivity tools and other related programs.
9. Demonstrated ability to apply advanced knowledge of public health, Indigenous health and/or technical knowledge including population health, social determinants of health and applicable legislation.
10. Demonstrated ability to work in an interdisciplinary setting with a variety of management levels and stakeholders.
11. Experience in informing policy development. Demonstrated political acuity and diplomacy.
12. Excellent facilitation, stakeholder engagement, negotiation, conflict resolution skills.
13. Proven experience in project management, program evaluation and planning skills. Excellent organization and time management skills including the ability to work with tight deadlines and competing priorities.
14. Must have alignment with the City's values and be able to work independently as well as within a team setting.

NOTE 1:

To fulfill the City of Hamilton's commitment to diversity, equity and inclusivity and pursuant to Section 24 of the Ontario Human Rights Code (the Code), this position is restricted to applicants who identify as a member of an Indigenous community (First Nations, Métis and Inuit peoples). Candidates from this designated group are invited to self-identify in their cover letter, in a transparent manner, as part of the application process.

NOTE 2:

The successful candidate will be required to provide immunization records, which may include TB testing prior to the start of employment to meet the requirements of the Staff Immunization and Surveillance Policy and Procedure.

THE INCUMBENT SHALL COMPLY WITH ALL HEALTH AND SAFETY POLICIES AND PRACTICES FOR THIS POSITION AND THE WORKPLACE.
