

## CITY OF HAMILTON

### HEALTHY & SAFE COMMUNITIES DEPARTMENT (PUBLIC HEALTH SERVICES - HEALTHY FAMILIES DIVISION – HEALTHY GROWTH & DEVELOPMENT SECTION - LOCATION – 110 KING ST. W, 3rd FLOOR)

#### PROGRAM MANAGER, REPRODUCTIVE & CHILD HEALTH

The Healthy & Safe Communities Department (HSCD) is committed to its people and is dedicated to building a strong and healthy community. We are passionate about making a difference and are recognized for our excellence. We offer a respectful and supportive workplace that provides life-long learning opportunities, leadership, innovation and performance excellence.

We are looking for high performing public servants who are interested in experiencing a challenging, rewarding, enjoyable and fulfilling career. The successful candidate will demonstrate an ability to provide excellent public service in a respectful, courageous, empathetic, just and ethical manner. Your ability to set and achieve personal and professional goals and contribute to the goals of the organization will result in high job satisfaction. The Healthy Families Division within Public Health Services (PHS) is critical providing health supports to children, youth and families to optimize developmental outcomes.

Participates in Public Health Services emergency preparedness planning, development and training. Respond to all municipal and public health emergencies as requested.

#### SUMMARY OF DUTIES

Reports to the Manager, Healthy Growth & Development of the Healthy Families Division. Under general direction, the Program Manager, Reproductive & Child Health manages supervisory staff providing leadership and direction to a multidisciplinary team of professional service providers. Assumes overall responsibility and accountability for the management of his/her team and specific program areas, working collaboratively with the other Healthy Families Program Managers. Uses organizational knowledge and vision to provide leadership and direction to all staff within the Program, ensuring alignment of the Program with the City, Healthy & Safe Communities Department (HSCD), Public Health Services (PHS) and Board of Health/Council mission, vision, values and objectives.

Participates in Public Health Services' emergency preparedness planning, development and training. Responds to all municipal and public health emergencies as requested.

#### GENERAL DUTIES

Manages supervisory staff that oversee the day-to-day activities of program staff to ensure that all routine assignments and special projects are completed.

Ensures that Program activities are conducted in accordance to all relevant legislation including the Health Protection and Promotion Act and the Regulated Health Professional Act, applicable protocols and evidence-informed practices.

Identifies the information requirements to monitor program indicators and collaborates in the development and maintenance of management information systems.

Provides administrative leadership in the development of new and evolving services.

Monitors and interprets local data relevant to program responsibilities to assist with priority setting, program implementation and evaluation.

Develops, monitors and implements annual and multi-year business and budget plans and prepares reports as required.

Participates in the budgetary process by projecting and maintaining costs associated within program responsibility.

Responsible for the hiring, orientation and supervision of Program Supervisors, and ensures that all staff activities are carried out in accordance with legislation and Corporation/Division/Program policy.

Manages inventory effectively, working within corporate policies to purchase and maintain program supplies.

Plans and manages program resource requirements to ensure adequate availability of trained staff, appropriate equipment and necessary materials to support program delivery objectives.

Promotes teamwork and workforce integration within the Division/Department and externally through cooperative program planning, delegation of responsibilities and accountabilities, and regular monitoring and feedback.

Conducts regular staff meetings to ensure effective and efficient program operations and ongoing dialogue about Corporate/Departmental/Division issues.

Participates as member of the Division Management Team to facilitate co-ordination of inter-division programs and provide backup as required to other Division Managers.

Participates in Public Health Services/Corporate Management Team and Board of Health meetings when topics related to role and program issues are being addressed.

Serves on and liaises with other community agency and interagency committees to co-ordinate planning efforts to meet the needs of the community related to program areas.

Demonstrates interest in ongoing professional growth and education and carries out self-evaluation of performance on an ongoing basis.

Participates in research and promotes the utilization of appropriate research.

Facilitates and contributes to the education of students.

Ensures that all employees perform work in accordance with applicable Health and Safety legislation and all City of Hamilton corporate and departmental policies and procedures. Ensures that appropriate action is recommended for those employees who do not work in compliance with legislation, policies and procedures.

Performs other duties as assigned which are directly related to the responsibilities of the position.

**QUALIFICATIONS:**

1. Registered Nurse with the College of Nurses of Ontario; Baccalaureate degree in nursing from a recognized University. Masters degree is an asset.
2. Extensive knowledge and experience of administrative and management responsibilities in a public health setting, normally acquired through a combination of degree-certified health professional training and a graduate degree from a recognized university
3. Community Health Nursing Certification or willingness to obtain with 12 months is an asset.
4. Registration/certification in good standing with a regulated health profession/appropriate professional college an asset.

5. Management experience preferred, with progressive responsibility, preferably in a municipal or public health environment, including strategic and program planning, policy development, and evaluation.
6. Demonstrated ability to undertake long-term visioning and strategic planning to promote a shared vision and purpose to drive action, linking today's work with long range plans.
7. Skills in financial management and policies, including analytical, problem-solving and business planning skills. Skills in developing, implementing and monitoring program budgets.
8. Demonstrated ability to develop, recommend and implement public policies in support of improved health, including the planning, delivery and evaluation of public health programs and services based on evidence and community needs. Ability to balance and integrate multiple mandates from multiple funders and oversight bodies (Ministries, Council, Agencies) into program plans and policy recommendations for areas of Program responsibility.
9. Competencies to assess the health of the public to inform priority setting, program planning, delivery and evaluation. Ability to apply quantitative and qualitative methods to generate evidence from needs assessment, program development and/or evaluation activities within the scope of public health programming.
10. Ability to utilize their knowledge of communities to develop and shape strategies with partners to mobilize action.
11. Proven ability to make decisions in critical situations in the absence of complete information, with support from Manager of Healthy Growth and Development and/or Director. Ability to assess potential risks to the health of the public and recommend steps necessary to reduce or eliminate that risk, including under tight timelines and in emergency conditions.
12. Ability to provide leadership to a multidisciplinary staff, including in a unionized environment, utilizing proactive management skills.
13. Proven ability to foster staff, work teams and organizational development towards excellence in service delivery. Possess a demonstrated record of strong leadership and guidance, customer focus, innovation/creativity, team advocacy, staff delegation, empowerment, staff development and results orientation.
14. Demonstrated ability to facilitate the application of standards, best practice guidelines, evidenced-based assessment tools, legislation, regulations, competencies and trends of public health nursing practice (e.g., Ontario Public Health Standards, College of Nurses of Ontario and Canadian Community Health Nursing Standards of Practice, Public Health and Public Health Nursing Core Competencies) towards quality public health practice
15. Proven ability to provide information on public health matters to a range of audiences. Excellent interpersonal and facilitation skills and ability to build relationships with elected officials, government departments, management, front-line staff, community agencies and the general public. Excellent verbal, written communication skills and ability to present ideas to governing bodies, public gatherings and through the media.
16. Demonstrated competency as educator, developer and translator of public health knowledge, the maintenance and improvement of their own expertise in public health practice, and ethical conduct. Possess a high level of personal integrity and sound judgment.
17. Maintenance of up-to-date knowledge of all relevant federal and provincial legislation and regulations relevant to the Program, including:

- a. Thorough knowledge and ability to apply the Health Protection and Promotion Act, MFIPPA, PHIPA, Child & Family Services Act, and all other statutes, regulations and by-laws affecting the Program's services.
  - b. Demonstrated knowledge of the Health and Safety Act and applicable regulations as it relates to the position.
18. Eligibility for an academic appointment with the Faculty of Health Sciences, McMaster University or other academic partner relevant to the work of Public Health Services is an asset.
19. Computer proficiency in Word, Excel, Internet, and Database applications.

**THIS POSITION REQUIRES A VALID CLASS "G" DRIVER'S LICENCE AND PROOF THEREOF IS REQUIRED AFTER HIRE.**

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

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