



Director, Learning & Capability Development

Permanent Full-Time

Location: Flexible within BC

Role Summary

Our work leads to better health care for British Columbians. Using evidence-informed strategies, we advance person- and family-centred care, shift culture and improve clinical practice to support high-quality care for every person in our province.

Reporting to the Executive Director, Learning, Analytics & Strategic Initiatives this position provides leadership in the development and execution of the Council's educational strategy as outlined in the strategic and operational plans. The role provides leadership to a diverse portfolio of projects of varying size and scope in a complex and changing multidisciplinary environment. As part of the Council's leadership team, this role contributes to the overall development and identification of priorities, operational and strategic plans.

Key Accountabilities

- Leads and manages the implementation of educational and strategic priority areas to achieve the goals outlined in the Council's strategic and operational plans in partnership with Council's senior leadership team as well as with key provincial partners.
- Provides visionary leadership to staff through mentoring and fostering an atmosphere to promote and encourage employees to realize their maximum potential and growth. Oversees aspects of human resource management within designated portfolio including performance assessments, appraisals, resolving conflicts, recruiting staff as well as management of consultant contracts including assessing proposals, awarding contracts, monitoring and evaluation performance.
- Sets priorities and monitors progress in achieving objectives within the portfolio.
- Develops networks and builds alliances, engages in cross-functional activities; collaborates across boundaries, and finds common ground with a wide range of stakeholders including vendors, government agencies, and other health authorities. Utilizes contacts to build and strengthen internal and external support bases.
- Develops and monitors an annual budget for the Learning and Capability Development portfolio. Responsibilities include monitoring budget performance, planning and adjusting deliverables to meet annual targets, approving expenditures and preparing summaries for fiscal reporting. Liaises with representatives of finance in addition to the Executive Director, on budget matters.

Qualifications

A level of education, training, and experience equivalent to a Master's degree in a relevant discipline supported by a minimum of seven (7) years related experience or equivalent combination of education and experience within the health care sector, with successful contribution and leadership on provincial quality and safety initiatives.

Demonstrated ability to effectively lead, manage and direct complex project initiatives with diverse organizations, groups and individuals representing a wide spectrum of ideas and interests; build consensus with diverse stakeholder groups with demonstrated leadership and change management skills; lead the development and implementation of major project initiatives, and manage projects with competing priorities and deadlines; communicate effectively, both verbally to small and large groups in a public forum, and in writing for publication; Identify key components and underlying issues and systematically analyze the problem and determine cause/effect relationships and resolve problems in a sound decisive manner;

interpret relevant data and draw logical conclusions using deductive reasoning and critical thinking, able to lead analyses and develop strategies to address changes required; build trust with key stakeholders and partners (health authorities, government, quality and safety organizations at the provincial and national level and others) to meet mutual goals; excellent verbal and written communication skills including the ability to facilitate, negotiate, and work collaboratively with others; Influence key stakeholders, senior management, regulatory bodies, professional associations and others regarding the implementation of identified strategic priorities; create and execute strategic plans; respond to the needs of stakeholders supported by an acute awareness of the impact of actions; problem solve with a global perspective in order to incorporate the organization's systems and strategies when developing viable solutions to problems; establish courses of action for self and others that are results-oriented.

Send resume and cover letter to careers@bcpsqc.ca

Closing date: Open until filled

Note: Only short-listed candidates will be contacted; others will be kept in our database for future consideration.