



HEALTH DIRECTOR
CHU CHUA, BC (ONSITE)
\$110,000 TO \$123,000

ABOUT THE EMPLOYER

On behalf of our client, Simpcw First Nation, we are searching for a Health Director to lead the Simpcw Health Department in Chu Chua, BC. The Simpcw First Nation is a proud Secwépemc (Shuswap) Nation located in the North Thompson region of British Columbia, with its main community and administrative centre in Chu Chua, near Barrière, BC. Simpcw is one of the seventeen Nations that make up the Secwépemc Nation and maintains deep cultural, historical, and spiritual ties to its lands and people.

The Simpcw people hold title to Simpcwúłecw, their territory, which spans roughly 5 million hectares across the North Thompson Valley and surrounding regions, extending from south of McLure to the headwaters of the Fraser River near McBride and eastward into Jasper National Park.

Guided by Secwépemc values centred on respect, responsibility, learning, sharing, and collective well-being, Simpcw First Nation is committed to fostering healthy, holistic, and self-sufficient community life. Through strong governance and community-driven planning, the Nation supports the delivery of health, social, and community services that balance cultural continuity with modern leadership and service models, in support of long-term wellness and sustainability for its members.

ABOUT THE ROLE

Reporting to the Band Administrator, the Health Director provides senior leadership and operational oversight for Simpcw First Nation's Health Department and the delivery of community health and wellness programs. This role is responsible for leading the planning, implementation, and evaluation of health services that promote the overall well-being of Simpcw members, ensuring programs are delivered in a culturally safe, trauma-informed, and community-responsive manner aligned with Simpcw values, priorities, and long-term vision. The Health Director, in close collaboration with the Simpcw Health Board, plays a key role in strengthening health systems through strategic planning, financial and funding oversight, accreditation and compliance, and effective program governance.

The Health Director serves as a trusted resource to staff, leadership, and community partners—providing strategic direction, mentorship, and advocacy while fostering a collaborative and culturally grounded workplace. Working closely with Leadership, the Simpcw Health Board, community members, and external health partners, this role balances strategic leadership with hands-on operational management, navigating complex priorities with professionalism, care, and sound judgment to support sustainable, high-quality health services for the community.

KEY RESPONSIBILITIES

Strategic Leadership & Program Planning

- Provide leadership in the development and implementation of health strategies aligned with Simpcw First Nation's strategic priorities and community wellness goals.
- Develop annual operational plans, objectives, and performance indicators for health programs.
- Lead consultative processes to identify community health needs and priorities.
- Monitor emerging health trends, policies, and funding opportunities affecting First Nations health services.
- Support the development and evaluation of community health plans that integrate community input, cultural values, and holistic wellness approaches.
- Ensure health emergency management, preparedness, and pandemic planning are in place and communicated effectively.

Health Program Oversight & Service Delivery

- Direct and oversee the planning, implementation, and evaluation of health programs and services.
- Ensure services are delivered in culturally safe, trauma-informed ways that respect community traditions and knowledge systems.
- Monitor program performance, outcomes, and compliance with funding agreements and service standards.
- Lead quality improvement initiatives and integrate traditional and holistic approaches to wellness where appropriate.
- Coordinate interventions in health emergencies, trauma, or crisis situations as needed.

Financial Management & Funding Administration

- Oversee the Health Program's budget and ensure all departmental budgets are developed, monitored, and managed in a fiscally responsible and accountable manner.
- Review financial statements, provide variance analysis, and report to leadership.
- Ensure compliance with funding agreements, reporting obligations, and financial policies.
- Identify and pursue diverse funding opportunities, including grants and partnerships.
- Ensure efficient resource allocation to support program sustainability and community needs.

Staff Leadership & Human Resources

- Provide leadership, supervision, and mentorship to health department staff and contractors.
- Support recruitment, onboarding, performance management, career planning, and professional development.
- Foster a collaborative, respectful, and culturally grounded workplace environment.
- Promote staff engagement, capacity building, and continuous learning.
- Act as a mentor and positive role model, encouraging wellness practices and work-life balance.

Governance, Compliance & Reporting

- Ensure programs and services comply with legislation, policies, and funding requirements.
- Oversee preparation and submission of reports to funding agencies and leadership bodies.
- Maintain accurate documentation to support reporting and audit readiness.
- Lead initiatives related to accreditation, quality assurance, and policy development.
- Provide technical advice to Chief and Council and other governance structures.

Community Engagement & Partnerships

- Maintain strong relationships with community members, leadership, Elders, and partner organizations.
- Collaborate with regional health authorities, Indigenous health organizations, and government agencies.
- Organize and host community health and wellness events and engagements.
- Advocate for community health priorities and access to services.
- Serve as a liaison, connector, and convenor between the community and health system partners.

Operational Oversight

- Ensure efficient day-to-day operations of the Health Department.
- Oversee facilities, program resources, and service delivery infrastructure.
- Support digital systems, reporting tools, and program management processes.
- Lead departmental planning, project coordination, and operational improvements

SKILLS AND QUALIFICATIONS

Qualifications

- Bachelor's degree in Health Administration, Public Health, Nursing, Social Work, Community Health, or related field.
- Master's degree in health administration, public health, or related discipline is an asset.
- Minimum 7+ years of experience in health or social services, including 5 years in a leadership or management role.
- Experience working with First Nations communities, organizations, or Indigenous health systems strongly preferred.

- Experience managing health programs, budgets, staff, and reporting requirements.
- Knowledge of funding frameworks related to Indigenous health services.
- Completion of the First Nations Health Directors Association Certification Program is an asset.

Knowledge, Skills & Abilities

- Understanding of community health, wellness programming, and holistic health approaches.
- Knowledge of Indigenous health governance, culturally safe service delivery, and social determinants of health.
- Ability to lead consultative processes, identify community health priorities, and promote wellness.
- Capacity to develop/manage budgets, funding proposals, and program evaluation.
- Effective interpersonal and communication skills with diverse stakeholders, including Chief & Council, Health Board, community members, and health system partners.
- Ability to coordinate interventions in trauma/crisis situations.
- Brings strong leadership, effective people management, and project management competencies that support effective team performance and delivery of organizational priorities.
- Flexibility, problem-solving, and sound professional judgment.
- Ability to embrace change, foster relationships, and navigate complex health systems.
- Commitment to ethical practice, confidentiality, and community service.
- Knowledge of relevant regulatory and legislative requirements governing health and wellness services, privacy, child protection, and culturally safe practice within Indigenous communities.

Suitability & Role Modeling

- Respectful of the unique cultural and spiritual teachings of the community.
- Serve the community thoughtfully and in accordance with health priorities and needs.
- Uphold values of trust, respect, honour, honesty, humility, courage, and truth.
- Promote a healthy lifestyle grounded in cultural tradition, including self-care and work-life balance.
- Act as a mentor and positive role model within the team and community.
- Demonstrate interest in lifelong learning and professional development.

This position will appeal to someone who values variety and the opportunity to lead meaningful community impact. Working collaboratively with community leadership, health partners, and external agencies, the Health Director leads a close-knit team focused on individual support, fostering community connectedness, and strengthening health systems. The role balances strategic leadership, operational management, and hands-on community engagement to deliver sustainable, high-quality, and culturally grounded health services. Work takes place across office, community, and meeting environments, with regular outreach, direct support to families, and participation in cultural and land-based healing activities.

This is a permanent, full-time position 100% onsite working between the Simpcw Health Centre in 7555 Dunn Lake Road, Chu Chua, BC and in the community. Typically, employee who do not reside in Chu Chua commute from either Barriere (15km), Kamloops (90 km) or Clearwater (90km). Relocation allowance could be provided to candidates intending on relocating to the local area. Occasional evening or weekend availability may be required to support community programming, training, or collaborative sessions. The position may involve emergency or high-stress situations and requires travel, as well as identifying and securing funding opportunities and driving innovative solutions to improve community health outcomes.

Please submit your application through MNP's official process. To ensure a fair and consistent search, candidates are asked not to contact Simpcw First Nation or its staff directly regarding this opportunity. We ask those individuals with wanting to learn more to contact Kam Ketler at Kam.Ketler@mnp.ca. We thank all applicants for their interest; however, only those selected to move forward will be contacted. Preference will be given to Simpcw community members, though all qualified candidates are encouraged to apply.

In accordance with Section 41 of the BC Human Rights Code and Section 15 of the Canadian Charter of Rights and Freedoms, preference may be given to qualified candidates with Aboriginal Ancestry.