Regional Practice Lead – Southwestern Ontario

**Status**: 1 x Full-Time Contract  
**Location**: London preferred; Windsor or Owen Sound also considered  
**Posting Date**: March 2, 2021

**Southwest Ontario Aboriginal Health Access Centre (SOAHAC)** is a diverse, dynamic, multiservice Indigenous health and wellness agency. We strive to provide quality, wholistic health services by sharing and promoting traditional and western health practices to enable people to live in a more balanced state of well-being. SOAHAC provides services to Indigenous people including those who live on and off reserve, status, non-status, Inuit, and Metis within the Southwest, Waterloo-Wellington and Erie St Clair regions. SOAHAC has a mandate of ensuring that health services are accessible, of high quality, and are culturally appropriate. It is SOAHAC’s objective to build health care capacity within Indigenous communities.

The “**Improving Indigenous Outcomes Project**” is working in collaboration with five hospital partners in the Erie St. Clair region to foster greater cultural safety for Indigenous people, including Indigenous people who use substances. Implemented in partnership with the Indigenous Primary Health Care Council (IPHCC), this project will provide Indigenous cultural safety training and education to health care providers, managers and leaders across the collaborating hospitals and support each hospital partner to develop and implement an organizational change plan that promotes and strengthens cultural safety for Indigenous clients who use substances as well as their families and communities.

The **Regional Practice Lead** will work in collaboration with the staff team at SOAHAC, the IPHCC as well as the five hospital partners to support the planning and implementation of educational strategies and organizational development plans that recognize the root causes of Indigenous specific disparities within health systems and are designed to contribute to the elimination of racism and discrimination.

**Requirements**

- A level of education, training, and experience at least equivalent to a Master’s degree in a related discipline that demonstrates an interest and background in critical anti-racist and decolonizing theory and practice
- Strong facilitation skills and ability to facilitate challenging and transformative conversations
- Experience with organizational change and knowledge exchange strategies to support transformative change
- Experience interacting with Indigenous people and Indigenous communities as well as health care provider groups, health service providers, health system leaders, and government agencies
- Knowledge of education and training techniques, curriculum development and program evaluation methodologies
- Knowledge of Indigenous communities in Ontario, including cultural interference, social determinants of health, and Ontario’s Indigenous health and social service policy direction
Knowledge about cultural safety and critical race perspectives for improving health and social care, specific to Indigenous populations in Ontario

Strong research, writing and editing skills

Excellent verbal and written communication and presentation skills

Critical analysis and problem-solving skills drawing on community experience and research

Sensitivity to political and other external environmental issues

Travel within London and area, as well as regional travel as required

Willingness to participate in Indigenous Cultural Safety Training, teachings and ceremonies.

Clean and current vulnerable sector police check as a condition of employment

Valid government issued driver’s license and access to reliable vehicle

Up to date immunization record

**Responsibilities**

- Work with advisory committee members and project partners to implement the project in a collaborative and efficient manner.
- Coordinate and co-facilitate educational workshops that focus on building awareness and understanding about Indigenous cultural safety and support the development of organizational change plans
- Work with identified ICS champions and leaders within the hospitals to support networking and capacity building within and across the partnering hospitals and beyond.
- Using tools, resources and templates developed by the IPHCC, engage partners in the development of organizational change plans that identify and prioritize opportunities across their organizations to strengthen cultural safety.
- Facilitate knowledge exchange with Indigenous-led organizations and community partners, health system decision makers and leaders to promote and inspire commitment to anti-racist learning and awareness and the creation of organizational change as a key component of improving health outcomes for Indigenous people
- Engage partners in the development and implementation of the monitoring and evaluation plan
- Work with the Director and staff at the IPHCC to support partnerships with leaders and decision makers within the partnering hospitals
- Work collaboratively with the Director, staff at the IPHCC and partners in response to emerging opportunities for advancing anti-Indigenous racism approaches to ICS within the partnering hospitals.
- Work from home office or within community partner location

*This job may require additional responsibilities and duties as assigned by Southwest Ontario Aboriginal Health Access Centre.*

**This position is 35 hours (5 days per week) based on funding until March 31, 2022. Salary is competitive and subject to experience and funding. Optional pension package included.**

SOAHAC values diversity and is an equal opportunity employer; however, hiring preference will be given to qualified Indigenous applicants. SOAHAC is committed to providing employment accommodation in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require accommodation to apply or if selected to participate in an assessment process, please advise Human Resources.
If you are interested in applying for this position, please forward your cover letter and resume to:

Email: careers@soahac.on.ca

Subject line: Regional Practice Lead- (identify location applying to)

Or mail to: Human Resources
Southwest Ontario Aboriginal Health Access Centre
425 – 427 William Street,
London, ON N6B 3E1

Closing Date: March 16, 2021

Please visit Southwest Ontario Aboriginal Health Access Centre online at: www.soahac.on.ca or like us on www.facebook.com/soahac to learn more about us!

We thank all those for applying but only those selected for an interview will be contacted.