



As a national, non-profit organization, the Royal College speaks for more than 50,000 medical and surgical specialists and resident affiliates. The mission of the Royal College is to serve patients, diverse populations and our Fellows by setting the standards in specialty medical education and lifelong learning, and by advancing professional practice and health care. Located in Ottawa, the Royal College offers a stimulating and professional work environment.

Program Manager, Indigenous Health

Permanent, full-time

Are you an experienced Program Manager who brings existing relationship with Indigenous communities, partners and agencies at the local, provincial and national levels? Does the idea of working with an organization to meet its commitment to making Indigenous health a mandatory component of postgraduate medical education (PGME), including curriculum, accreditation and assessment motivate you? If yes, this role is for you!

What you'll do:

You will oversee all activities led by the Indigenous health specialty PGME Steering Committee (IHSPGME) and Indigenous Health Committee (IHC) at the Royal College. You will act as a hub for Indigenous health program development and implementation at the Royal College, working closely with internal, external stakeholders and Indigenous partners in a way that respects self-determination and cultural safety.

This includes:

- Developing a program implementation plan that is informed by stakeholder needs, and includes communication and change management strategies, policies, procedures and educational support and training materials.
- Collaborating with IHSPGME, IHSPGME Expert Working Group, IHC as well as PGME Leaders to develop a practical and comprehensive program that is supported by programs plans, business cases, logic models, briefing notes and other reports.
- Using metrics to monitor and report on progress of the program.
- Working with key business units to develop and/or curate of teaching, learning and assessment resources that can be used by the PGME community.

What you bring:

- Demonstrated knowledge of the context of Indigenous health in Canada which includes understanding impacts of colonization, racism, social determinants, legislation and policies on the health of Indigenous peoples.
- Experience working with Indigenous communities, organizations and individuals; demonstrating an ability to practice principles of ally ship and "two-eyed seeing" (embrace strengths of Indigenous and non-Indigenous knowledge).
- Lived experience as an Indigenous person.
- Knowledge of Indigenous perspectives on health care combined with knowledge, comprehension and application of cultural safety within health care.
- Level of education, training and experience equivalent to a Bachelor's degree. Five to seven years of related project/program management experience, preferably in the planning, execution and evaluation of health programs.
- Creativity in order to design new programs and services and formulate novel approaches.
- Planning and analytical skills.
- Organizational, time management and project management skills.

- Written and verbal communication skills with the ability to communicate with and influence stakeholders and a variety of constituents to adopt new practices and behaviours.
- Ability to facilitate and chair meetings.
- Ability to establish and maintain working relationships.
- Demonstrated ability to execute large-scale process change across the organization.
- Experience with project management methodologies and project management tools.
- Fluency in an Indigenous language and/or in French is an asset.

We welcome applications from those with a demonstrated commitment to upholding the values of equity, diversity, and inclusion. Those with lived experience as an Indigenous person, and experience working with Indigenous families and/or community organizations are encouraged to apply. Preference will be given to those who self-identify as First Nations, Métis or Inuit.

To apply, please forward your résumé, covering letter and salary expectations by **January 31, 2021** to careers@royalcollege.ca. To ensure the hiring committee reviews your application, quote posting *JD1022, last name, first name* in the email subject line.

We sincerely thank all applicants for their interest; however, we will only contact those under consideration. An eligibility list may be established for similar positions of various tenures. The list will be retained for a maximum period of 18 months.

We are dedicated as an organization to adhere to public health guidelines for our employees and their families. As such, we have extended our remote work arrangements for most of our teams to September 24, 2021 and to regularly review this date. Flexibility is key in our new world. Connect with us to learn more.

The Royal College is committed to the principles of equity, diversity, and inclusion in its learning, work environments and in its operations. We encourage applications from traditionally marginalized groups. We believe in and promote the rights of all persons with disabilities as outlined in the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA 2005) and its related Accessibility Standards Regulations. To meet this obligation, the Royal College will make appropriate accommodations available. As required, please inform People Services of the nature of any accommodation(s) that you may require to ensure your equal participation.

[Click](#) to learn about Royal College and visit us at royalcollege.ca

Starting salary ranges from \$77,836.00 to \$87,566.00

Accountability • Collaboration • Integrity • Respect



Responsabilité • Collaboration • Intégrité • Respect