

Ref# 24NON061R1

**1 - Full Time Temporary - Change Specialist
North Western Ontario Health Record (NWOHR) Program**

Thunder Bay Regional Health Sciences Centre is the host organization for the NWOHR Program, working on behalf of partners in the North West. The assignment for this position will be to support Dryden Regional Health Centre & Red Lake Margaret Cochenour Memorial Hospital.

It is a condition of this posting that your home unit can accommodate your temporary absence in the event you are successful.

PROGRAM SUMMARY:

North Western Ontario has established a forward-thinking Digital Health Vision. This vision is:

“...to be a leading health system - enabled by innovative digital transformation - where partners work together to achieve the best outcomes and care experience for the people of North Western Ontario”.

At the centre of our Vision is a person, patient, client. Each person will be surrounded by a single, person-centric North Western Ontario Health Record (NWOHR), where clinicians work seamlessly regardless of where they work or how they are funded. Many other tools will both link into and leverage the NWOHR. As technology changes and we continue to innovate, our vision provides for those tools to also link into the NWOHR.

The NWOHR Program will transform and enable health care across the region and stakeholders residing from the Manitoba border in the west to Manitouwadge in the east will play key roles in the in Program. Innovation in stakeholder engagement, experience working in virtual teams, and willingness to travel in the region will be required for all members of the Program team.

The Program requires staff who are self-motivated, energetic, independent, and who thrive in roles requiring ongoing prioritization of multiple demands. This is a once in a career opportunity to be part of a transformation impacting all health system staff and clinicians in the region.

The Change Specialist will work with their assigned organizations to collaboratively deliver a change management program. Our key to success will be working with local front line staff and clinicians through our change program. The roles report to the Change Lead, but work closely with the local teams.

Specific functions of the Change Specialist include, but are not be limited to, planning and executing change activities in alignment with the Program’s Change Plan, working with local teams to localize and implement those plans, organizing events and workshops, mapping workflows, supporting change readiness, and providing local change leadership.

EMPLOYMENT REQUIREMENTS:

Education/Experience:

- * Degree or Diploma in a Health Care Discipline
- * 2+ yr experience in a health care environment
- * Education or training in Change Management or willingness to complete

Skills/Abilities:

- * Strong leadership with team orientation and ability to collaborate and foster positive relationships with internal and external stakeholders
- * Strong facilitation in team building, and leading and modelling positive change
- * Strong ability to organize priorities and manage numerous and diverse activities with tight deadlines
- * Excellent communication, interpersonal, written and presentation skills
- * Experience organizing and facilitating meetings, creating presentations and reports, and leading complex discussions
- * Critical thinking and problem solving, and analytical skills with the ability to handle high pressure situations with

professionalism

- * Self-starter, has initiative required to act under minimal supervision
- * Excellent computer skills utilizing productivity tools including email, word processing, presentation, and spreadsheet applications

Assets:

- * Experience with workflow/process mapping is an asset
- * Experience leading or managing a team is an asset
- * Experience delivering a change with staff

Requirements:

- * Hours may vary to support Program (occasional evening and weekend work may be required)
- * Flexible working arrangements available including hybrid/remote option
- * Must be available for on-site meetings in Thunder Bay as required
- * Travel as required for support to Thunder Bay, Dryden, and Red Lake

Salary Range: \$45.622 to 53.672

The Health Sciences Centre strives to ensure the safety and security of the patients, visitors, employees and assets financial and otherwise. All offers of employment to external candidates shall be conditional upon: a satisfactory Criminal Records Check (CRC) where indicated, to ensure the absence of relevant criminal convictions; and proof of full vaccination of all required doses of a COVID-19 vaccine approved by Health Canada to Occupational Health & Safety.

The Hospital is committed to delivering healthcare in a manner that is consistent with Patient and Family Centred Care. Applicants are required to have a demonstrated knowledge, understanding and commitment to this care philosophy.

Candidates will have demonstrated adherence to the Hospital's Code of Conduct. Regular attendance at work is imperative, therefore, all applicants will have to demonstrate a good attendance record to be considered for this position.

Joining our team means that you will be an integral part of achieving our mission, vision and values.

Our Mission: We provide quality Care to Patients and Families, supported and advanced by research, innovation and education that is responsive to the needs of the peoples of Northwestern Ontario.

Our Vision: Exceptional care for every patient, every time.

Our Values: Diversity, Compassion, Excellence, Innovation, Accountability

We are committed to fostering an inclusive, equitable, and accessible environment supporting diversity in our work environment to provide quality care where all feel valued, respected, and supported. We are dedicated to building a workforce reflective of the communities in which we live and serve and encourage Indigenous people, visible minorities, and persons with disabilities to apply and self-identify. Upon request, accommodations due to a disability are available throughout the selection process. Additionally we are identified as an English/French speaking health sciences centre and encourage bilingual candidates to apply.

If there are no qualified applicants for the above position, the Hospital may, at their discretion, train unqualified individuals.

Interested applicants must submit a resume outlining relevant previous experience and training no later than 11:59p.m. on **Monday, 25 November 2024.**

Internal applicants may apply via the job posting page on the iNtranet. **External** applicants must apply through our website.

Posted:

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