Vice President, People and Culture
PROVINCIAL HEALTH SERVICES AUTHORITY
Vancouver, BC

An incredible leadership opportunity to impact healthcare across BC has emerged. As the Vice President, People and Culture, you are accountable for the strategic oversight and impactful delivery of all services and operations related to our most valuable resource – our people. You will work with PHSA's executive team to continue to invest and shape the evolving People Plan and culture, ensuring they reflect PHSA's values, and are grounded in the Coast Salish teachings that have been gifted to PHSA. You will support the ongoing work of the P&C team, while building an environment that encourages creativity, innovation and taking risk to meet systemic challenges. The Vice President (the VP) will be supported by a large team that is engaged in all facets of PHSA, including Talent Solutions, Workforce Strategies, Labour Relations, Diversity, Equity and Inclusion, HR Systems Transformation, Executive Search, People Experience, Workplace Wellness, and Employee Health Services.

The VP operates in direct collaboration with other PHSA executive and senior leaders to ensure the P&C team is attuned to the key priority areas of their colleagues across the organization, while also taking a systems view through collaboration with all provincial health authorities and the First Nations Health Authority. As a future-thinking change agent who communicates a clear vision and roadmap supporting PHSA's provincial mandate, you will play an integral role in addressing some of the critical and urgent challenges facing health human resources. In addition, the VP has responsibility to further actions in support of the eradication of systemic racism in health care, while building a respectful, compassionate, inclusive, open, and culturally safe organization to ensure PHSA it is an organization of choice.

You are a seasoned executive who has led transformative change to enable an organization to meet an ambitious vision. You have a history of implementing and influencing people and culture programs across multiple diverse entities by introducing innovative, data-informed, culturally-aligned programs, services and approaches. You also bring humility, an openness to learning, and a personal and professional commitment to eradicate systemic Indigenous racism and address the colonial structures that are a barrier to accessing services. You have demonstrated outstanding leadership abilities and your highly relational and communicative approach has allowed you to influence change across a system.

The mid-point of the salary range for this position is $250,876, supplemented by a competitive total rewards package. Dependent on the candidate's knowledge, skills and experience, there may be flexibility to hire above the posted range.

If this is the next step in your professional career, please visit our website and submit your application to **Allison Rzen** and **Maggie Ow** at www.pfmsearch.com.

The Provincial Health Services Authority (PHSA) works with the BC Ministry of Health, BC's five regional health authorities, and the First Nations Health Authority to bring health care closer to where BC residents live, to promote health, manage chronic conditions, and reduce the burden of illness. Its unique role in BC's health authority system is to ensure that BC residents have access to a coordinated provincial network of high-quality specialized health care services.

Our work is guided by our purpose to inspire and unite specialized teams to create a healthier province for all. We live by our values of compassion, respect, equity, courage, and innovation. PHSA recognizes the distinct cultures, self-determination, Rights and Title of First Nations Peoples on the lands on which PHSA is situated and which we serve, as well as the individual and collective Rights of First Nations, Inuit and Métis.

Provincial Health Services Authority
Province-wide solutions.
Better health.

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