

## EXECUTIVE DIRECTOR, MATERNAL & CHILDREN'S PROGRAMS Integrated Saskatoon Health Portfolio Saskatchewan Health Authority

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### **The Saskatchewan Health Authority** [www.saskhealthauthority.ca](http://www.saskhealthauthority.ca)

The Saskatchewan Health Authority (SHA) is the largest employer in Saskatchewan employing approximately 45,000 staff. With a budget of over \$4.6 billion, the SHA is responsible for the planning and delivery of healthcare for all residents of the province.

Operating 64 hospitals with 2,500 acute care patient beds and approximately 9,000 long term care beds, the SHA is committed to patient and family centred care through the provision of services that include acute hospital-based care, long term care, mental health and addiction services, primary care, public and population health, and many other community-based clinical programs designed to promote and maintain the health of the population.

The SHA is driven by its commitment to improve health care for all Saskatchewan residents and works to better co-ordinate health services across the province to ensure that everyone receives the right care, in the right place, at the right time, by the right provider, wherever they live in Saskatchewan.

### **Mission, Vision, Values**

With a **Vision** - Healthy People, Healthy Saskatchewan

A **Mission** - We work together to improve health and well-being. Every day. For everyone.

### **Values (C.A.R.E.S.)**

#### Compassion

We are caring. We practice empathy. We listen actively to understand each other's experiences.

#### Accountability

We are responsible. We own each action and decision.  
We are transparent and have the courage to speak up.

#### Respect

We are collaborative. We treat everyone with kindness, dignity, and empathy. We honour diversity and value each person as an individual.

#### Equity

We are committed to health equity. We recognize that factors such as geographic location, culture, and background are key determinants of health outcomes. We embrace the diversity of our teams, and work to remove barriers to ensure all Saskatchewan residents and communities can access high-quality care.

#### Safety

We are aware. We commit to physical, psychological, social, cultural and environmental safety. Every day. For everyone.



## **Philosophy of Care**

Our commitment to a philosophy of Patient and Family Centred Care is at the heart of everything we do and is the foundation for our values. This philosophy of care is in essence our culture – who we are, the shared purpose that brings us all together and how our patients and families experience care every day. Through meaningful engagement and co-creating mutually beneficial partnerships among employees, physicians, patients, families, clients and residents, together we ensure a seamless health system that supports Healthy People, Healthy Saskatchewan.

## **The Portfolio**

### **Integrated Saskatoon Health**

Integrated Saskatoon Health is responsible for provincial oversight of Acute Care service planning and standardization as well as delivery of services within the Saskatoon area including Acute Care, Surgical Services, Continuing Care, Tertiary Care, Primary Health Care, and Mental Health and Addictions Services in Saskatoon, as well as Maternal and Children’s Programs.

## **The Position**

### **Primary Focus**

The Executive Director, Maternal and Children’s Programs (ED) is a key leader in Saskatchewan health care partnering with system leaders to achieve the province’s healthcare goals. Reporting to the Vice President and to the Physician Executive of Integrated Saskatoon Health, the ED works in partnership with the Provincial Department Head of Obstetrics & Gynecology and the Provincial Department Head of Pediatrics to determine the overall direction/strategy of the portfolio.

The ED supports the Senior Executive Team by leading the province wide Maternal and Children’s Programs to achieve operational objectives that support the Saskatchewan Health Authority’s mission and strategic vision.

Working closely with other system partners within the portfolio and across the organization to support operations, the ED leads the development and achievement of strategy by articulating service delivery gaps and needs while demonstrating effective leadership to ensure that there is an innovative and positive working climate and a client-centric culture.

### **Position Organization Structure**

Direct Reports to the ED: Directors of Maternal Health & Children’s Intensive Care, Children’s Acute & Subspecialty Programs, Maternal Children’s Education & Research, Maternal & Children’s Services North, Regina & Rural, Children’s Developmental & Specialty Programs, Education & Research

### **Job Context**

Operating in a complex and dynamic healthcare environment, the Executive Director, Maternal & Children’s Programs’ specific accountabilities are aligned to that of the Vice President and Physician Executive Integrated Saskatoon Health, to support the achievement of the portfolio’s accountabilities and those of the Provincial Department Head of Obstetrics & Gynecology and the Provincial Department Head of Pediatrics.

As a key leader, the ED is accountable for the following:

- Providing leadership, direction and implementation, including development and execution of operational plans that align to the strategic plan and health authority priorities and directives.
- Building and maintaining effective relationships and partnerships.
- Developing and demonstrating leadership capabilities and commitment to the culture of patient first and continuous learning.

## Specific Accountabilities

The specific accountabilities and responsibilities of the Executive Director Maternal & Children’s Programs include strategic advisement and operational decision making for the following portfolio functions:

- Co-leading and supporting the Senior Executive Team to establish and implement Maternal and Children’s Programs to support the Saskatchewan Health Authority’s mission and strategic vision to achieve the overall business and operational objectives.
- Strategic advisement and executive leadership for Maternal and Pediatric services (including High Risk Pregnancies, NICU, PICU, Pediatric Surgery) and the Jim Pattison Children’s Hospital.
- Commitment to a consistent approach to support the delivery of high quality health care that aligns with the policies and procedures of the Health Authority.
- Accountable for the planning, organization, implementation, monitoring and evaluating of portfolio responsibilities.
- Contribute to the development of the strategic direction for the organization, including advising on initiatives, strategies and tactics to effectively and efficiently support and achieve the Saskatchewan Health Authority’s strategic plan. This will include operational guidance to achieve business and operational objectives.
- Development and implementation of operational plans to support the Authority’s strategic goals, programs and services, and organizational issues.
- Ensuring portfolio activities align with objectives of the Authority. This will include, but is not limited to, providing recommendations to the dyad, other portfolios and/or ELT.
- Responsible for managing portfolio budget.
- Serve as a key advisor on portfolio functions and issues, working directly with the Vice President and Physician Executive on management and organizational issues.
- Establish and manage relationships and partnerships that support strong engagement and cross functional management throughout the organization.
- Responsible for developing and leading a strong, highly skilled and engaged team through effective organization and strong interpersonal skills that will meet the needs of the Health Authority.
- Leading collaboratively in a unionized environment, including respecting and working within the terms and conditions of collective agreements.

In delivering on these accountabilities, the Executive Director, Maternal & Children’s Programs will:

- Liaise and work collaboratively with physicians on matters of mutual interest.
- Be a champion of patient and family centred care.
- Be sensitive and attuned to government processes.
- Ensure the portfolio is in compliance with relevant legislation and other directives as outlined in the Saskatchewan Health Authority Governance Framework.
- Have strong interpersonal and people management skills and demonstrated ability to lead and motivate a team to accomplish goals.
- Champion the Saskatchewan Health Authority brand and reputation to build and promote trust and confidence.
- Ensure safety is embedded through the organization to develop a culture of safety and achieve zero harm.
- Motivate and champion quality improvement through active engagement, coaching, measurement and accountability.
- Understand the labour environment and bargaining.
- Foster a positive, engaged, learning culture.
- Coach, mentor and develop others.
- Commit to a diverse, culturally competent and culturally safe health system and representative workforce.
- Champion healthcare sustainability by encouraging innovation, best practice and collaboration, while working with others to enhance the Authority’s reputation for excellence in care, research and education, including the promotion of healthy lifestyles.

## **Qualifications**

### **Education and Experience**

Candidates will possess a university degree ideally coupled with a postgraduate degree or commensurate experience in a healthcare setting as a clinical leader who has developed and led innovative clinical programs in a complex, multi-stakeholder environment.

### **Remuneration**

The Executive Director, Maternal and Children’s Programs is an exceptional career opportunity to provide executive leadership within a top-tier portfolio in an outstanding organization offering great work life balance, professional development, and exceptional lifestyle.

Complete with comprehensive benefits and a defined benefit pension plan (Saskatchewan Healthcare Employees’ Pension Plan), the salary range for this position is \$179,129/year - \$232,869/year. Relocation funding is also available.

### **Profile of the Area**

The beautiful province of Saskatchewan borders Alberta to the west, Manitoba to the east, and Montana and North Dakota in the United States to the south. Grassland covers its southern plains, and to the north are coniferous forests and the rugged rock of the Canadian Shield plateau. With over 100,000 rivers and lakes Saskatchewan offers endless natural areas to explore and enjoy.

Saskatoon is the largest city in Saskatchewan with a population of 300,000 people. With captivating beauty, it straddles a bend in the South Saskatchewan River in the central region of the province. Home to the University of Saskatchewan, Saskatoon is located along the Trans-Canada Highway and serves as the cultural and economic hub of central Saskatchewan.

Offering urban and rural living options with a lower cost of living free of traffic gridlock, Saskatchewan is a perfect choice for people who are looking for a vibrant and welcoming community to call home. With four beautiful seasons, exceptional outdoor activities, active lifestyle and a reputation for friendliness and community values, this area is a very desirable one in which to live, work, and play. Providing the full spectrum of elementary, secondary, and post-secondary school options, Saskatchewan is a great place to raise a family.

### **Interested parties please forward a resume and cover letter in confidence to:**

- Robb Callaghan, The Medfall Group, Email: [rcallaghan@medfall.com](mailto:rcallaghan@medfall.com)
- The Medfall Group will arrange all meetings and interviews