

EMPLOYMENT OPPORTUNITY



The Confederacy of Mainland Mi'kmaq Department of Health & Social Services Health Policy Advisor

About The CMM

The Confederacy of Mainland Mi'kmaq (The CMM) is a Tribal Council representing the eight Mi'kmaq communities of mainland Nova Scotia. Our mission is to proactively promote and assist Mi'kmaq communities' initiatives towards self-determination and enhancement of community. The CMM's Department of Health & Social Services (DHSS) is currently looking for a motivated and knowledgeable candidate to fill the role of **Health Policy Advisor**.

Position Overview

The Confederacy of Mainland Mi'kmaq is seeking a dedicated and experienced **Health Policy Advisor** to join our Department of Health & Social Services. The successful candidate will play a crucial role in shaping and implementing the department's strategic plan and supporting work that positively impact the health and well-being of our community members. The Health Policy Advisor will work closely with program leads, community leaders, healthcare professionals, and stakeholders to develop, analyze, and recommend policies and planning that address the unique health needs of our Mi'kmaq population.

Overview of Responsibilities:

- Support the development, implementation and evaluation of the strategic direction within the Department of Health & Social Services.
- Develop tracking tools that monitor the delivery/outcomes of health programs within the CMM communities as it aligns with strategic planning.
- Prepare briefing notes on various health topics to support departmental, organizational and community/Nation leaders at various tables, ensuring effective communication to inform health policy development and advocacy efforts (e.g. Board of Directors, CMM Health Board, Tripartite, Health Partnership);
- Support communities in various health policy/planning activities including policy development and activities for Accreditation.
- Research and analyze existing health policies, regulations, and legislation to assess their effectiveness and relevance to the needs of the Mi'kmaq communities.
- Collaborate with communities, health authorities, and other community organizations to identify key health priorities and develop strategic policy initiatives.
- Provide expert advice and recommendations to Director and leadership on health policy matters, including but not limited to healthcare access, mental health, substance abuse, and chronic disease management.
- Stay informed about developments in healthcare policy, public health research, and indigenous health issues to ensure policies align with best practices and cultural sensitivity.
- Facilitate community engagement and consultation processes to gather input and feedback on proposed health policy and planning activities.
- Prepare regular reports, presentations, and briefings for Director, leadership and other stakeholders on health policy issues and initiatives.

- Represent the Confederacy of Mainland Mi'kmaq at conferences, meetings, and public forums related to health policy and advocacy.

Position Requirements:

- A bachelor's degree in public health, health policy, public administration, or a related field. A master's degree is preferred.
- Demonstrated experience in health policy analysis, development, and implementation, preferably in indigenous health settings.
- Strong understanding of government structures, legislative processes, and regulatory frameworks related to healthcare and First Nations communities.
- Knowledge of Mi'kmaw health issues, cultural competency, and the social determinants of health affecting Indigenous populations.
- Excellent research, analytical, and critical thinking skills, with the ability to interpret complex data and information.
- Effective communication skills, including writing, public speaking, and interpersonal skills, to engage with diverse stakeholders and convey complex ideas clearly and persuasively.
- Ability to work independently and collaboratively in a fast-paced environment, managing multiple projects and priorities simultaneously.
- Commitment to upholding Mi'kmaw rights, sovereignty, and self-determination in healthcare policy and practice.
- Proficiency in Microsoft Office Suite and other relevant software applications.

Why work with us?

The Confederacy of Mainland Mi'kmaq (The CMM) is well known throughout Canada as a professional organization that is committed to providing a pleasant and healthy working environment for all its employees. As an organization, we understand that a great work/life balance is essential to success. As a full-time employee you can expect:

- An atmosphere that is both professional and family oriented.
- Enrollment in the organization's benefits packages on your first day of employment with no waiting period, which includes Health & Dental, and Employee & Family Assistance Program (EFAP).
- Generous amounts of paid time off (Paid Statutory Holidays plus St. Anne's Day and Aboriginal Day, Summer Shutdown (2 weeks), Christmas Shutdown (roughly 2 weeks), plus 1 week of discretionary vacation time (up to 2 weeks with 10 years of service).
- Social Committee, Staff Days, Staff Knowledge Days, etc.

If you would like to join The CMM Family, please see below on how to apply for this position.

Salary/Employment Term:

Salary Range: \$70,000 - \$85,000 per year. This is a Permanent Position (pending successful one-year probationary contract). Preferred employment start date is September 16, 2024.

Application Deadline: Open until filled

Submit Cover Letter AND Resume to:

Human Resources
c/o The Confederacy of Mainland Mi'kmaq
PO Box 1590, Truro, Nova Scotia B2N 5V3
Email: HR@cmmns.com

*We are an equal opportunity employer; however, qualified Aboriginal applicants will be given priority in accordance with the Aboriginal Employment Preference Policy of the Canadian Human Rights Commission. **Only those applicants who provide an up-to-date CV along with a cover letter and qualify for an interview will be contacted.** The successful candidate may be required to submit a current criminal record check. **Applicants must provide proof of Canadian Citizenship or Permanent Residency.***