GOVERNMENT OF NUNAVUT

POSITION DESCRIPTION

Date: 28 November 2013  Position: 10 – 12684

Position: Director Population Health
Kitikmeot Region

Incumbent: Vacant  Reports to: Regional Director
Kitikmeot

Location: Cambridge Bay

Effective: April 1, 2010

Certified that this position description accurately describes the position of Director
Population Health.

Deputy Minister
Health and Social Services  Date

General Accountability

Reporting to the Regional Director for the Kitikmeot Region, the Director Population
Health is accountable for providing regional leadership for the implementation of
programs of communicable disease control, environmental health, health promotion,
chronic disease and injury prevention, and community development for health &
wellness.

The incumbent will work closely with the Headquarters division of Population Health
and the Office of the Chief Medical Officer of Health (CMOH) to ensure that the wide
range of programs offered by population health staff in Nunavut meet the needs of the
client groups in a rapidly growing and changing environment. The standards and
regulations to which all service delivery persons must conform are developed at
Headquarters, Iqaluit, and the Office of the CMOH is ultimately accountable, under the
Public Health Act, for the proper structure and function of public health activities in the
Territory. Regional population health staff are accountable for program delivery, in
accordance with those standards and regulations.

The Director is responsible for ensuring that the regional programs and services are
mandated and delivered in accordance with the Public Health Act, its standards and
regulations and works to support the implementation of the Nunavut Public Health
Strategy “Developing Healthy Communities” and any other public health initiatives

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requiring regional services implementation and/or delivery. The Director will also collaborate with peers in Nunavut to discuss innovative policy approaches and developments to support the government’s focus on healthy living.

**Organizational Structure**

This position is one of 8 positions directly reporting to the Regional Director, Kitikmeot. The others are:

- **Director Health Programs**
- **Director Social Programs**
- **Director Kitikmeot Health Facility**
- **Manager Mental Health**
- **Executive Secretary**
- **Territorial Coordinator Client Services**

**Subordinates**

There are 11 positions reporting directly to the Director Population Health. They are:

- **Regional Community Health Development Coordinator**
  This position is responsible for encouraging health promotion and illness prevention ideals in the residents of the Kitikmeot Region through health promotion initiatives, utilizing teamwork and a multidisciplinary approach and supervises one (1) subordinate, the Community Development Consultant. Activities in this program directly impact both the community residents and health care providers through the delivery of the health promotion and prevention strategies. The effectiveness of this program will directly impact future health status of Nunavummiut.

- **Regional Environmental Health Officer**
  This position provides direct delivery of environmental health services and programs designed to control factors in the human environment that adversely affect people’s health. This is accomplished by developing, implementing, and maintaining Environmental Health Programs designed to ensure that public health hazards are identified, evaluated and corrected through consultation, education, and enforcement of Public Health Legislation, policy and standards in the Kitikmeot Region in accordance with established policy and procedures set out by federal, territorial, and municipal legislation and in accordance with the Canadian Institute of Public Health Inspection Code of Ethics.

- **Regional Diabetes Nurse Educator**
  This position coordinates a diabetes care team which will provide diabetes care and treatment services to the residents of both the Kitikmeot and Kivalliq Regions in a manner that is consistent with Canadian standards of diabetes care and which is culturally relevant. These services are to be integrated into existing community health services, and delivered in close partnership with the Regional Diabetes Dietitian. The diabetes care team will also support health promotion and prevention programming offered in the communities.
Regional Diabetes Dietitian

This position, shared with the Kivalliq region, assesses, plans, develops, leads, manages and evaluates a region-wide Nutrition Plan designed to prevent diabetes and improve the health and quality of life for all residents of the Kivalliq and Kitikmeot regions. Through the promotion of the best nutritional choices and the development of community health programs this position will impact on the lifestyle choices of the Nunavummiut and reduce medical and travel expenses from diet related chronic diabetes and other health related programs, thus increasing individual and community well-being and capabilities.

Regional Nutritionist

This position is responsible for the regional administration of existing programs (Canada Prenatal Nutrition Program (CNCP) Aboriginal Diabetes Initiatives (ADI); for interpreting statistical information and research, and working with partners to develop targeted health promotion programming related to nutritional health, both within the parameters of existing funded programs (CNCP, ADI), and in response to identified needs in Nunavut.

Regional Wellness Program Consultant

This position is critical in creating and maintaining effective linkages between formal and informal systems in communities, in ensuring that Kitikmeot community governments, organizations, administrators and individuals are well informed about programs which can support community wellness action or development plans. The position works with federal resources (such as Brighter Futures, Building Healthy Communities, ADI, CPNP and other Health Canada programs) with other existing formal and informal resources to develop and maintain seamless, effective community programs.

Regional Child & Youth Outreach Consultant

As part of interdisciplinary team, this position is responsible for the early identification and engagement of an at-risk population. The incumbent builds effective and timely case management support for at risk children and youth. The quality of case management significant impacts the safety and confidence of children and their families, on school culture and educational success of at-risk youth, on family integrity, and on the nature and volume of youth interaction with the Justice system. This function is a critical binding element of an effective community service network.

Regional Dental Services Coordinator

This position contributes to the overall health of Kitikmeot residents and ensures the provisions of complete dental services for the region through the delivery of an effective dental health promotion program. The position contributes to the long term determinants of health through the evaluation of regional dental treatment needs and the coordination of the activities of contracted dental specialists such as dentists, oral surgeons, orthodontists and denturists, as well as any members of the visiting dental care teams.

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Regional Communicable Disease Consultant

The Regional Communicable Disease Coordinator is responsible for the full range of communicable disease/tuberculosis (CDC/TB) surveillance and control activities for the region in compliance with Territorial standards for communicable disease control. The position also acts as a resource for other health care professionals in the Kitikmeot region and provides guidance, consultative services and resource information for the region. The efficient and effective delivery of the mandated CDC/TB surveillance and control program directly impacts the demands for service in other areas of the organization.

Supervisor Community Public Health – Two positions

Under the Nunavut Public Strategy “Developing Healthy Communities” these positions work with the communities to reverse the trend of ever increasing health care costs and to address wellness of Nunavummiut by assessing health and its determinants, determining risk factors, developing evidence-based strategies and evaluating their impact on the health and wellbeing of the client, thereby ensuring evidence based public health in accordance with Territorial and National standards.

The Supervisors Community Public Health manages their health promotion teams of Community Health Representatives and Dental Therapists to significantly and positively impact on the success of the Nunavut Public Health Strategy and other relevant strategic plans and ultimately on the determinants of health for Nunavut.

Supervisor Community Public Health (10-10170)

This Supervisor Community Public Health serves a combined population of approximately 2,700 people in three communities and manages a team of four Community Health Representatives in Gjoa Haven (2), Kugaaruk (2) as well as one in Dental Therapist located in Taloyoak.

Supervisor Community Public Health (10-12355)

This Supervisor Community Health serves a combined population of approximately 3,000 people in two communities and manages a team of four Community Health Representatives in Cambridge Bay (2) and Kugluktuk (2) as well as one Dental Therapist located in Cambridge Bay.

Nature and Scope

The Kitikmeot Region covers the western area Nunavut and includes approximately one fifth of the total population of the Territory. There are approximately 5,700 residents, spread across 5 communities. Primary health care, child protection, public health, family programs, health protection and health promotion programs are delivered through community health centers and a variety of other offices and structures. Regional health facilities include a 9-bed health facility in Cambridge Bay, with radiology, diagnostic, laboratory and maternal and newborn care services as well as a 10-bed continuing care facility in Gjoa Haven.

Tertiary care and services not available in Nuanvut are contracted, primarily in southern Canada, requiring an additional layer of transportation and related services. Significantly, over $5. million is spent annually to transport patients and escorts from
their communities to Yellowknife and Edmonton for scheduled medical care and/or referrals. In additional approximately $5.4 million is spent in the region on emergency medical evaluations. The success of the health protection and promotion programs in the region will have a direct impact on the future level of need in both scheduled and emergency medical travel in the Kitikmeot.

The Director provides program consultation, supervisory leadership and strategic direction to the regional staffing delivering communicable disease control, environmental health, health promotion, and chronic disease and injury prevention programs and services. He/she fosters a service mindset geared to empowering communities in the Kitikmeot region to engage in health and wellness initiatives which are consistent with the goals of the Department.

Nunavut has a very young population with over 40% at, or under, 15 years of age. However, while only 2% of the population is over 65 years of age, this group is the fastest growing over the next decade. This could generate increasing demands for acute and long-term care services unless the government shifts its focus to a proactive healthy living strategy. To support this focus, the Population Health staff are dedicated to improving population health and encouraging healthy behaviors. Population Health uses evidence-based research to help Nunavummiut strengthen their capacity to improve the quality and value of health care and enhance public health and the community level.

There is also a chronic housing shortage which contributes to the spread of diseases and a wide range of social dysfunction. While statistics are not readily available, there is a high morbidity rate across all communities. Inuit constitute 83% of the Nunavut population which has only recently (over the past 40 years) made the transition from a primary hunting and gathering culture, to a population living in permanent communities and eating a western diet. This change has brought with it high suicide levels and family dysfunction. Most Kitikmeot communities are dry by community choice, but alcohol use and non-prescription drug abuse continue to represent serious problems for some individuals and families. While there is a continuing incidence of lung cancer, tuberculosis and respiratory ailments associated with poverty, diseases such as diabetes are on the increase, due to changing lifestyles and diet.

The Director will work with communicable disease control and environmental health staff, some of whom have legislated mandates under the Public Health Act, to enhance capacity for responsiveness to both routine and extraordinary public health issues. The incumbent will also support the delivery of programs and services that promote, protect and enhance the health and well-being of Nunavummiut across their lifespan. Effective program delivery impacts on health center services utilization rates, the efficacy of treatment and the overall of a community.

Demands for services at the community level are stretching the ability of the system to be responsive. Population Health staff in communities must be part of a larger

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Interdisciplinary team involving the community health centres, social agencies, local governments, schools, aboriginal organizations, police and the public. The Director Population Health must find ways to encourage stronger linkages with communities to develop a sense of community ownership and involvement in the identification of solutions. Enhanced interagency committees will be critical to the success of the system at the community level and the Director must be a strong negotiator with the ability to influence people who may have divergent opinions.

**Dimensions**

- Person years: 23
- O&M budget: $3.0 million
- Capital: N/A
- Spending Authority: Full, within budget

**Specific Accountabilities**

- Managing, administering, and measuring the effective region-wide delivery of a range of communicable disease control, environmental health, health promotion, and chronic disease and injury prevention programs and services that focus on health & wellness and community development.

- Developing new and innovative concepts and unique solutions in collaboration with program staff to provide integrated and coordinated program delivery at the community level.

- Establishing goals, and indicators or Population Health programs and achieving acceptable level.

- Analyzing, anticipating and acting on emerging trends and program issues to reduce health risks and improve client health in the communities.

- Developing more effective relationships and partnerships between Kitikmeot communities and the Health and Social Services system, in program planning and in the promotion of well-being.

- Acting as a catalyst for bringing together multi-disciplinary teams to work with communities and together develop healthy communities.

- Anticipating and managing special projects and initiatives on an “as need arises” to ensure there is growth within the organization and the services provided.

- Functioning as a member of the Departments senior management team and as a leader within the Department, to coordinate and integrate the delivery of programs of communicable disease control, environmental health, health promotion, chronic disease and injury prevention and community development for health & wellness within a shared vision of the future.

- Managing, maintaining accountability and operational budgetary control, and improving the effective use of resources in accordance with the requirements of the Financial Administration Act and departmental policy.
- Developing budget documents and financial forecasts to support regional program needs.

- Providing strong professional leadership and supervision to an interdisciplinary team responsible for program and service delivery to support team in effective program delivery, and providing a staff development program aimed at improving their skills in their area of responsibility.

- Evaluating, or causing to be evaluated, the performance of staff with the aim of improving services and the professional capacity of staff, both individually and as a team.

- Consistently monitoring staff performance and initiating progressing disciplinary action when necessary.

- Providing professional advice and support to the Deputy Minister and the Minister through the Regional Director on population health issues.

- Assuming responsibility for public relation issues and taking effective steps to ensure public confidence and promote public awareness of Department programs, services and practices.

**Knowledge, Skills and Abilities:**

- A University degree, experience in any of the following: Health and/or Public Health, Health Promotion, Health Administration.

- A minimum of five years successful senior management experience.

- Specialized knowledge of health determinants and community development theory and general health and social services issues.

- Broad knowledge of program areas including, but not limited to, community development, programs of communicable disease control, environmental health, health promotion, and chronic disease and injury prevention.

- Knowledge of promotional and intervention techniques in systems and structures.

- Fluency in the official languages of the territory would be a definite asset.

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