

# Job Title: Director, Allied Health Support

**Competition # :** 41722

**Department:** Community Services

**Location:** Flexible

**Type of Employment:** Permanent

**Union Status:** Exclusion - Non Union - NSPG

**Closing Date:** 2/23/2024 (Applications are accepted until 11:59 PM Atlantic Time)

## About Us

At the [Department of Community Services \(DCS\)](#), we are a large and diverse department providing a broad portfolio of programs and services including the Disability Support Program (DSP), Child and Family Wellbeing (CFW), Employment Support Services (ESS), Income Assistance (IA) and Homelessness and Supportive Housing.

Through our services, we advocate and help vulnerable Nova Scotians be independent, self-reliant, and secure. We work collaboratively across the province with a strong dedicated network of supports and staff to achieve desired and shared outcomes for all.

## About Our Opportunity

The Disability Support Program (DSP) in Nova Scotia is hiring for the role of Director, Allied Health Support. This is a critical leadership role in DSP and will lead the charge in implementing a framework of practice for inter-professional allied health, fostering collaboration with participants, families, communities, and practitioners. Your efforts will directly contribute to the Department's compliance with the legally binding Human Rights Remedy, addressing systemic discrimination against persons with disabilities.

As a change management guru and cultural transformer, you will navigate complex service environments, champion a person-centred approach, and work towards building healthy and thriving communities. This role goes beyond traditional expectations, requiring you to be an advocate for persons with disabilities within the allied health services community. You will create and passionately champion a common purpose for a system that prioritizes inclusivity and equal access to services for people with disabilities. You will develop relationships and partnerships that enable persons with disabilities to benefit from the full breadth of mainstream services, collaborating with health sector partners to ensure accessible pathways to care related to acute mental health, primary health care, and aging.

Your strategic direction will shape the future of allied health services and make a lasting impact on the lives of individuals with disabilities in Nova Scotia.

## Primary Accountabilities

You'll lead and design a comprehensive community-level framework for the DSP. This involves providing executive and clinical leadership, collaborating with regional and local leads to identify and address allied health needs, and ensuring decision-making authority for local teams within a consistent regional framework. You will actively cultivate sustainable partnerships, serving as a champion for system-wide initiatives in collaboration with healthcare sector leaders and the Government Remedy Roundtable.

Emphasizing inclusive access and pathways, you will advocate for persons with disabilities to be integrated into broader support systems, educate health system partners on disability, and identify opportunities for the integration of specific therapies and services. Upholding organizational values and principles, you will contribute to a workplace culture that is respectful, inclusive, and aligned with the United Nations Convention on the Rights of Persons with Disabilities, while fostering positive relationships across various partners.

### **Qualifications and Experience**

You have several years of leadership experience in senior management roles within disability services or community-based health services. While a graduate degree in a relevant allied health field (including social work) is preferred, equivalent training and experience will be considered.

You demonstrate the following qualities including:

- Commitment to a people-centred approach in all aspects of work.
- Proven capacity to provide effective leadership and ability to manage interprofessional teams.
- Clinical governance expertise and proven experience in developing, implementing, and evaluating innovative health and social service strategies, including program and policy development.
- Well-developed strategic management, systems change, and analytical skills.
- Financial acumen with strong financial planning skills and meticulous attention to detail.
- Excellent verbal and written communication skills, showcasing the ability to communicate clearly with individuals from diverse backgrounds.
- Demonstrated emotional intelligence and empathy.
- Proven understanding of the complex and challenging circumstances faced by individuals with disabilities and mental health conditions, with an ability to apply this understanding to service models and approaches.

Familiarity with government decision-making processes, collaboration with various levels of government, and experience working with Indigenous and other equity-seeking communities are highly desirable assets.

### **LEADS**

The Government of Nova Scotia has adopted the LEADS Leadership Framework. During the interview, candidates will be expected to express how they have demonstrated the key behaviors and capabilities required to effectively lead in a caring and inclusive environment. LEADS Domains include Leads Self, Engage Others, Achieve Results, Develop Coalitions, and Systems Transformation.

Please follow [LEADS](#) for more information.

We will assess the above qualifications and competencies using one or more of the following tools: written examination, standardized tests, oral presentations, interview(s), and reference checks.

### **Equivalency**

We recognize equivalent combinations of training, education, and experience, providing opportunities for individuals with diverse backgrounds to contribute their skills and expertise. Applicants relying on education and experience equivalencies must demonstrate such equivalencies in their application.

## **Benefits**

Based on the employment status, the Government of Nova Scotia offers its employees a wide range of benefits such as Health, Dental, Life Insurance, Pension, General Illness (Short and Long Term), Vacation and Employee and Family Assistance Programs. Click [here](#) to learn more about our various benefits offerings and eligibility criteria.

## **Working Conditions**

Most of your work is in a central office environment with frequently required travel to various locations across the province, including government offices, DSP program sites, and healthcare facilities. This role places considerable mental pressure on the individual, requiring high personal resiliency to meet emotional demands. The Director will navigate complex situations, working with individuals through potentially emotional or stressful times in their lives. This dynamic working environment underscores the importance of adaptability and emotional resilience.

## **Additional Information**

You must have access to reliable transportation.

This is a permanent employment opportunity.

Your worksite location is flexible. The Department of Community Services has offices across all regions and your team is located throughout the province. Our Head office is in Halifax, and it is expected that you will have a regular presence in Halifax. We can discuss your worksite location at the offer negotiation stage.

## **What We Offer**

- Career Development where you have access to career guidance, tools, resources, and ongoing training for every stage of your career
- Engaging workplace: our Employees feel valued, respected, connected, and tuned in, we have forward-thinking policies and strategies
- Countless career paths
- Department specific flexible working schedules

**Pay Grade:** EC 14

**Salary Range:** \$4,309.95 - \$5,387.44 Bi-Weekly

## **Employment Equity Statement:**

Our goal is to be a diverse workforce that is representative, at all job levels, of the citizens we serve. The Government of Nova Scotia has an Employment Equity Policy, and we welcome applications from Indigenous People, African Nova Scotians and Other Racially Visible Persons, Persons with Disabilities and Women in occupations or positions where they are under-represented. If you are a member of one of these equity groups, you are encouraged to self-identify on your electronic application.

PLEASE NOTE: Candidates will not be considered for an interview if applications are incomplete or are missing information.

Offer of employment is conditional upon the completion of all applicable background checks and confirmation of credentials, the results of which must be satisfactory to the employer. We thank all applicants for the interest, however, only those selected for an interview will be contacted. All questions and concerns may be directed to **Competitions@novascotia.ca**.