

CLASSIFICATION JOB INFORMATION

SAP Job ID:	90005626
Position/Classification Title:	Director Allied Health Supports
Pay Grade:	EC 14
Add-On Eligibility:	False
Standardized:	No
Inactive	No
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Job Description Name:	Director Allied Health Supports - 90005626

JOB INFORMATION

Job/Working Title:	Director, Allied Health Supports
Department:	Community Services
Division/Section:	Disability Support Program
Reports To (Position Title):	Executive Director, Disability Support Program
Exclusion Status:	Excluded

OVERALL PURPOSE

The Department of Community Services (DCS) is a large and diverse department that provides a broad portfolio of programs and services designed to help the most vulnerable people of Nova Scotia be independent, self-reliant, and secure. This is achieved through an organizational model that requires the highest level of collaboration and cooperation internally across all divisions of the department, and externally with a significant network of service providers, other departments and levels of government, in order to achieve the desired and shared outcomes for the citizens who seek services and the department as a whole. For the Disability Support Program, the added requirement for significant collaboration with participants, families, communities, and practitioners is critical to achieving the outcomes of the legally binding Human Rights Remedy. Influencing the work of all components of DCS to ensure that the Department remains in compliance with the intent of the Remedy is crucial. Directors in all divisions are accountable for providing vision and strategic direction through leadership and management of their specific area of responsibility and cannot be successful in achieving outcomes without strong collaboration.

The Disability Support Program's (DSP) allied health services enable evidence-based, best practice specialized supports for persons with disabilities in Nova Scotia to enhance functional capacity and social participation in their communities. It is a critical component of the legally binding Remedy for the finding of systemic discrimination by the Province of Nova Scotia against persons with disabilities.

The Director of Allied Health Support is a change manager and cultural transformer across multiple mainstream sectors to improve access to services for people with disabilities. The Director will design and oversee a framework of practice for inter-professional allied health within and across complex service environments requiring integration and alignment with other DSP professionals to provide supports and services, that are person centred, within a defined and consistent framework of shared beliefs, values, principles, and practices. DSP Allied Health Services will work with other health and community services to facilitate self-determination and minimize the risk of exclusionary practices. This is a marked departure from a more traditional medical model and is a critical component of the legally binding Human Rights Remedy.

The Director will create and champion a common purpose for a system that prioritizes building healthy and thriving communities in collaboration with human services and health sector partners. The Director will develop relationships and partnerships that enable persons with disabilities to benefit from the full breadth of mainstream services. This will include working with health system partners to ensure accessible pathways to care related to acute mental health, primary health care, and aging. The Director will be an advocate for persons with disabilities within the allied health services community, providing education and mentorship that shifts systems towards a human-rights based approach. They will also collaborate and advocate, at the regional and local levels, working alongside Local Area Coordinators (LACs), Intensive Planning and Support Coordinators (IPSCs), Community Capacity Developers, and other professionals in the system.

They will set the strategic direction for allied health supports for DSP at the provincial, regional, and local levels of the system to ensure integration of allied health services within the local area coordination model and regional hubs. The strategic direction provided by the Director will ensure community-level outcomes that span all aspects of participants' lives, including education, housing, employment, recreation, and social opportunities.

KEY RESPONSIBILITIES

Designing and Leading the Community-Level Framework: The Director will provide executive and clinical leadership consistent with DSP's mandate, values, and Remedy commitments. This will include operating with a high degree of collaborative leadership in developing, implementing, overseeing, and evaluating a framework for the integration of, and access to, allied health services, as well as the delivery of community-based supports that allow persons with disabilities to live what they define as their good life. This may include, but not be limited to, allied health services offered by disciplines such as psychology, behavioral analysis and interventions, occupational therapy, speech language pathology, physiotherapy, nutrition/dietetics, social work, and recreation therapy. The Director will work with regional and local leads to define the allied health needs of unique regions within the Province and will play a key role in procuring teams and resources with the required values, mindset, expertise and experience to support each region's population. This may include working with teams directly employed by DSP, resources accessed through other Government partners, or services provided by private agencies. The Director will exemplify models of delegated leadership for regional and community-based teams in a manner that enables regional consistency, allowing local teams to operate with immediate decision making authority, with only strategic decisions or exceptions being escalated to the Director.

Collaboration and Communication: The Director is a respected, approachable leader that develops sustainable partnerships and relationships to enhance natural support networks, mainstream supports and relationships with communities and provincial systems. This will be particularly important at the local level through collaboration with the network of Local Area Coordinators. As a leader, they will model the values and behaviours required of teams and partners in the system. The Director must possess the ability to effectively navigate the landscape of healthcare services for persons with disabilities, and is able to identify and critically analyze strengths, assets, gaps, and opportunities.

In collaboration with other leaders in the healthcare sector and the Government Remedy Roundtable, the Director will be the DSP champion for system-wide initiatives, developing productive partnerships to innovatively address identified gaps and opportunities. This will require relationship building, the ability to connect with and 'speak the language of' other service systems, and the humility to engage with people to gain information on what is unknown. It will require the ability to communicate in many formats that resonate with system partners that will range from elected officials and Deputy Ministers, to experienced clinicians, and individual families and persons with disabilities, about the needs and trajectory of the system.

The Director will also collaborate extensively with DSP's regional and community-based teams, leveraging experience, expertise and feedback from Local Area Coordinators, Intensive Planning and Support Coordinators, and Community Capacity Developers to incorporate a community perspective into their work.

Engaging in Mainstream Supports and Services: The Director will advocate for inclusive access and pathways for persons with disabilities, ensuring that participants are integrated into the broader support systems (healthcare, education, justice, housing, etc.). This includes care and services that would fall outside of the interprofessional regional teams but are critical to the wellbeing of persons with disabilities. Emphasizing the need for everyone to access mainstream services and assuring that mainstream services are accessible is critical to ensuring healthy and happy lives in communities for persons with disabilities. This will also entail educating health system partners on disability, including championing a system of common language or vernacular. The Director will also leverage their expertise to identify specific therapies, services, or other supports that would benefit people with disabilities, but are not currently delivered within the Province.

Uphold Values and Principles: The Director will actively demonstrate the organizational values of morality, ethics, humility, advocacy, supported decision making and holds Nova Scotia public service values. They contribute to a workplace culture that is respectful, non-judgemental, and inclusive, and which promotes and upholds the United Nations Convention on the Rights of Persons with Disabilities. The Director navigates multiple environments and upholds professional boundaries, while developing positive and genuine working relationships with staff, DSP participants, Nova Scotians with disabilities, government and health system partners, Service Providers, and the broader community.

Required for All Jobs

May perform other related duties as assigned

In addition to the knowledge, skills and abilities outlined in the job description, this job may include other, assignment-specific requirements (ex: French language, drivers license, membership in an employment equity group or security screening, etc.)

SCOPE

<p>Contacts (Typical):</p>	<p>Outside of Government: The Director will regularly engage with community to ensure that the systems they oversee are user-driven and incorporate principles of co-design. This will include first voice inputs such as the Regional Advisory Committees. They will establish effective collaboration networks with community organizations, Service Providers, municipalities, community groups, and anyone in the community that can be part of supporting individuals to meet their goals.</p> <p>Within Government: The Director will work closely with regional hub leadership and team leads for interprofessional allied health teams. They will also collaborate closely with DSP leaders with accountability for the LAC and IPSC practice frameworks to ensure that allied health services pathways are highly integrated into planning and coordination supports. The Director will actively participate in projects managed by DCS' Enterprise Project Delivery Unit, working with senior management, technical resources and project teams.</p> <p>Within Government, the Director will collaborate with leaders from various government departments including the Department of Health and Wellness (DHW), Office of Addictions and Mental Health, Office of Healthcare Professionals Recruitment, and other government departments represented at the Remedy Government Roundtable including Justice, Department of Municipal Affairs and Housing, and Department of Education and Early Childhood Development. The Director will also collaborate with health system funded partners including Nova Scotia Health, the IWK Health Centre, and the Continuing Care sector.</p> <p>They may have contact with federal departments and other provincial/territorial governments as required to pursue initiatives of mutual interest.</p>
<p>Innovation:</p>	<p>The framework for allied health supports will be based on contemporary best practices. Innovation must stem from how these supports are designed and implemented in the Nova Scotia context. This will include designing services to support deinstitutionalization (a model that continues to exist in Nova Scotia today), designing strong connections to LACs and IPSCs from the outset, implementing at a speed, within a quality and safeguard framework, not seen within other jurisdictions to support the Remedy commitments, and doing so while the disability sector undergoes a massive cultural change. The need for innovation during the implementation of allied health supports will require an inspirational leader with strong change systems and cultural management capabilities.</p> <p>The Director will work with health and social system partners, private providers, and communities to co-design innovative approaches that maximize available resources and compliment mainstream services. This could include developing bespoke strategies and solutions which do not currently exist.</p>
<p>Decision Making:</p>	<ul style="list-style-type: none"> • Implementation of Framework of Practice: The Director will implement a delegated leadership framework of practice for allied health services that will empower regional teams to meet the needs of local communities while ensuring consistency, quality and safety. They must decide how to incorporate human-rights principles into the interactions that teams will have with participants, families, Service Providers, and other partners. • Ethical Dilemmas and Difficult Situations: The Framework of Practice will include a framework for ethical decision making that regional teams would operate within. They would then be a point of escalation for mentorship, guidance and decision making if ethical dilemmas or difficult situations arise that are not within the decision-making scope of regional teams. The Director will rely on their experience and knowledge of the allied health disciplines within the teams to resolve issues and will also make the determination if further escalation to the Executive Director or Deputy Minister is needed. • Resource Allocation, Procurement and Budgeting: The Director will be a key decision maker in determining how DSP allocates the financial and human resources available to deliver the regional allied health supports. This will include allocating funds into various budgets, participating in hiring or selection panels for individuals playing key roles on regional teams, and selecting private agencies which may participate in the delivery of allied health supports.

	<ul style="list-style-type: none"> • Performance Management: The Director will design and oversee a performance management framework that will track and report on the outcomes of regional allied health supports. Strong clinical governance will be required to support team performance. This will include identifying when corrective action must be taken to improve performance and determining whether the performance of private agencies aligns with expectations outlined in agreements or contracts.
Impact of Results:	<ul style="list-style-type: none"> • Improved outcomes for DSP participants, leading to better lives in community: The effective design and delivery of allied health supports will allow DSP participants to have timely access to the supports required, in a manner that allows them to remain in their chosen living setting while having their behavioural, mental health, and primary health care needs met. Alongside other system changes being driven from the Remedy, this will manifest in a higher percentage of participants living in the community of their choice, an increase in self-reported community participation and belonging, decreased funding for temporary extra staffing, and a decreased need to develop standalone emergency placement options. • Improved access to appropriate supports: Access to supports can enable a person with a disability to live in communities and engage with supports that enable participation and greater inclusion. Allied health supports are an important component of a person's overall support needs. Timely access to allied health services may prevent a breakdown in a participant's living situation or unnecessary reliance on unplanned supports that could include the acute health care system, particularly emergency department admissions. Additionally, participants who require hospital admission, but are candidates for safe discharge, may have fewer obstacles if community-based allied health supports are available. Access to regional allied health teams can help to prevent admissions for acute and inpatient services • Access to Mainstream Supports & Citizenship: The Director creates pathways to mainstream services, while also addressing gaps and increasing awareness to foster inclusive and accessible communities. Through these pathways, individuals with disabilities can access existing mainstream resources that may currently be unavailable due to policy constraints or a lack of awareness about the intersection of disability and other social or health services. This can improve overall well-being, while also enabling active citizenship for persons with disabilities. Ongoing collaboration with the network of Local Area Coordinators and Intense Planning and Support Coordinators will be central to achieving this outcome. • Effective Joint Working Relationships: The Director will ensure a common understanding of the mandate, roles, and accountabilities of government departments in supporting the holistic health and social services related needs of persons with disabilities. This will help to remove bureaucratic barriers and increase opportunities for collaboration, partnerships, and innovation.

People Management:

	# Direct Resources Managed	# Indirect Resources Managed
This position manages/supervises people	1-5	11-49

Additional Information (if required):	
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LICENSES/CERTIFICATIONS

WORKING CONDITIONS

Physical Effort

Work activities involve rotating positions of light physical activities, requiring little physical effort and/or easy muscle movements. Majority of time is spent in a comfortable office setting, with some site visits as required, and frequent opportunity to move about and/or change positions.

Physical Environment

Works in an environment with exposure to acceptable working conditions. Occasional exposure to mild unpleasant or disagreeable conditions (e.g., dust, dirt, noise, etc.) and possibility of accident or health hazards is minimal.

Sensory Attention

Work activities involve a need to concentrate on a variety of sensory inputs for short durations, several times a day, requiring attention to detail. If interrupted, some lost time is experienced to backtrack and continue activities. The need for detailed or precise work and/or repetitive tasks is moderate.

Psychological Pressures

Work activities are performed in an environment with occasional exposure to one or more psychological pressures (e.g., deadlines, repetitive work, moderate unpleasant public/client situations, etc.). Has the ability to largely control the pace of work with few interruptions. The degree of psychological stress is not noticeably disruptive to the work, and the unpleasant reaction is not too strong/persistent. Disruption to personal life due to work, work schedules or travel is moderate.

Examples/ Additional Information:	
Data From Conversion:	