



WE ARE HIRING Clinic Lead (CL)

Reports to	Health Director
Status	Full Time
Hours	8:30am – 4:30pm
Wage	\$30-\$35/ hour, plus a comprehensive health and wellness plan

Key focus of Laichwiltach Family Life Society

Our vision is to empower and promote healing and education in our communities from an Aboriginal perspective, nurturing and encouraging cultural awareness and self-sufficiency. We envision and celebrate a thriving, proud, respectful and inclusive community.

About this role

We are seeking a Clinic Lead (CL) to support the successful operations and service delivery of the Centre. Reporting to the Health Director, the CL plays a key leadership role in implementing the Health Management Plan, ensuring Member Nations' clients receive efficient, high-quality, and culturally safe health services, and advancing the Centre's vision, mission, and financial objectives. The CL supports operational development, service delivery, team-based care, and administrative functions across the site while fostering cultural safety and respect for Indigenous values and traditions. Acting under the Health Director's authority, the CL ensures policies and regulations set by the Board are operationally enacted, provides leadership and support to all staff, and assists with various tasks required for the Centre's operations.

What you will do: Primary responsibilities

The CL holds the key leadership position within the Health Centre. Under the authority of the Health Director, the CL assumes responsibility for supporting and operationally enacting policies and regulations set by the Board. The CL supports the implementation of the Centre's programs and services and is responsible for the supports provided to all team members. The CL supports a variety of tasks associated with the Centre's operations as required by the HD. Your primary responsibilities in this trusted role include:

1. Clinical Leadership and Quality Improvement

The CL leads and facilitates clinical initiatives from planning and implementation to sustainment, ensuring adherence to practice standards and quality improvement approaches. This includes guiding clinical teams, establishing workflows, and evaluating outcomes to ensure continuous improvement. The CL fosters collaboration with operational leaders, Primary Care Providers, and team members to deliver efficient and culturally responsive care.

2. Project Management and Stakeholder Engagement

Responsible for managing clinical projects, the CL develops work plans, budgets, schedules, and risk assessments while maintaining progress reports and governance documents. The role involves leading working groups, chairing meetings, and keeping stakeholders informed and engaged throughout each initiative. The CL provides regular updates to senior management, including presentations and briefings, and ensures smooth transitions through effective change management strategies.

3. Staff Supervision and Team Development

The CL recruits, trains, and supervises staff assigned to clinical initiatives, ensuring effective team performance and accountability. This includes providing coaching, performance



management, and disciplinary actions as required. The CL supports staff development while promoting cultural safety, teamwork, and operational efficiency.

4. Risk Management and Change Implementation

The CL monitors clinical risks, develops mitigation strategies, and ensures compliance with established policies and standards. By collaborating with change management consultants, evaluators, and technology teams, the CL supports transitions and implements processes that enhance service delivery and meet organizational goals

Cultural competencies

Culturally safe and appropriate care is critical to who we are and how we work. We are seeking team members who are committed to a lifelong journey of learning and unlearning so that we can bring humility, kindness and safety to every health care experience. This means that all team members must:

- Recognize the importance of First Nations and Aboriginal cultural identities as part of a healthy and balanced person and community.
- Understand and honour First Nations cultural principles, protocols, and ways of healing that may be unique to traditional Western medicine.
- Understand (or seek to better understand) the communities we serve, their unique strengths and challenges and how culture supports wellness and health.
- Promote a culturally safe environment by implementing practises that respect and incorporate Indigenous ways of knowing and being
- Communicate in respectful, friendly and helpful ways with all patients, families and clinic staff.

This position requires strong leadership, organizational skills, and a commitment to cultural respect and Indigenous values. Join us to make a meaningful impact on the health and well-being of Indigenous communities.

What you bring to the role

Qualifications, Education, Training and Experience

The ideal candidate will have a Bachelor's degree or equivalent experience in a related healthcare field, with at least three (3) years of experience in the health sector, including one (1) year in a leadership role. Proven expertise in operations, service delivery development, change management, and strategic planning is essential, along with strong computer proficiency in Microsoft Office and business communication tools. Experience in First Nations health environments or First Nations communities is preferred, and the ability to work flexibly and travel as required is necessary.

Skills And Abilities

- Valid BC Driver's License, car insurance, and a reliable vehicle.
- Ability to work flexible hours, including evenings and weekends.
- Submission of academic records and three professional references.
- Criminal Records Check and ICBC Driver's Abstract required.

How to apply

**LAICHWILTACH
COMMUNITY HEALTH CENTRE**



If this sounds like the opportunity for you, please email your cover letter and resume, noting 'Clinic Lead' in the subject line, to careers@lchccare.ca you are interested to learn more about the Community Health Centre, please visit: www.lfls.ca/employment