



Director – EMS North Zone

Requisition #: ALB00405323

Location: Peace River, Alberta, Canada (Negotiable within North Zone)

Salary Range: \$52.54 - \$92.41 per hour

Job Type: Regular Full Time

Your Opportunity:

Alberta Health Services' (AHS') EMS Department is looking for a strong leader to provide direction and consultation designed to support the EMS teams in the North Zone at all levels. The Director – EMS North Zone reviews and directs operational activities to maximize performance, public safety, and frontline EMS service delivery, including emergency calls, special operations and planned transports.

In this key leadership role, you will have a direct effect on how patients enter the health care system which affects our hospitals, specifically our emergency rooms. Utilizing your education as a paramedic and your advanced experience within EMS, healthcare, or public safety, you are the catalyst who defines the vision and establishes direction for professional practice. An individual with extensive leadership experience, you are the lead operational and strategic planner for the EMS North Zone Operations. The Director oversees change management, grows leadership knowledge and skills within our teams, and is responsible for direct delivery and contracted service sites in the Zone. Your demonstrated excellent communication and relationship-building skills help you develop and maintain effective working relationships with stakeholders, key internal and external partners, and committees whom you collaborate with to meet organizational goals.

The Director reports directly to the Associate Executive Director, EMS Operations and is responsible for managing a budget of approximately \$35 Million annual for EMS North Zone. AHS is Canada's first and largest province-wide, and is a top-rated employer nationally and provincially, as well as a top employer for young people and diversity. This is your opportunity to showcase your leadership skills for the leading health authority in Canada and have a significant impact on shaping Alberta's health system.

In addition to a competitive rate of pay, AHS currently has a Remote Retention Allowance in place to an annual maximum of \$3,000. This allowance is non-pensionable and is payable on an hourly basis for all hours paid at the basic rate of pay.

Description:

The Director is an expert who provides leadership, consultation, and advice across AHS EMS on projects and initiatives designed to support the EMS teams at all levels. In this unique role, the Director collaborates with a wide variety of people inside and outside EMS, including educators, licensing boards/colleges, educational institutions, operational, clinical, and professional leaders. A crucial part of this role will be to identify desired outcomes, develop determined skills, implement and monitor work plans/projects and support Paramedic Practice Leaders and project teams. The Director will act as a systems leader and change agent, and is responsible for providing leadership, consultation, and direction for professional practice.

Key responsibilities will be: Lead operational and strategic planning and setting clear objectives and goals for EMS Zone operations. Support the development and implementation of projects into actionable operational initiatives and work with our AHS teams, partners, and stakeholders to deploy them. Oversee operational managers, responsible for direct delivery sites and oversee operations of EMS contract providers. Lead planning and initiative management, delivered through a Project Management Objectives (PMO) methodology. Transform the culture to understand and utilize Change Leadership as a key to

operational engagement and project implementation. Promote, develop, and grow change management and leadership knowledge and skills in our teams. Identify and align processes and approaches to make AHS proactive and transparent when implementing change. Work with multi-disciplinary groups and provide leadership at a provincial and zone level to guide all facets of operational EMS provision. Lead evaluation and research on operational strategies used in the delivery of high-quality patient care.

Required Qualifications:

An undergraduate degree in healthcare administration, business, or leadership is preferred. Other formal education and experience may be considered. A minimum Graduate of an Alberta College of Paramedics approved program. A minimum of five (5) years of leadership experience in an organization of significant size, complexity, and diversity. Valid Class 5 Drivers license with no more than 6 demerits. The incumbent will demonstrate a clear pattern of professional and personal development.

Additional Required Qualifications:

Effective leadership abilities combined with a strong commitment to operating within a team environment and the ability to motivate and inspire others to achieve common goals. Ability to plan, organize and manage short- and long-term plans and projects and deliver customer-focused results. Strategic thinking, considering long-term goals assessing options and implications. Knowledge and demonstrated application of business planning, modeling concepts, and program and project management theories, principles and practices. Effective communicator with strong organization skills, client-focused orientation and commitment to providing quality services. Leadership skills, including excellent analytical skills, a demonstrated ability and comfort with decision-making responsibilities, coaching and teaching, and the ability to build confidence in others. Ability to manage change and create innovative solutions for complex and diverse issues. Ability to manage diverse human, financial and physical resources in a changing and multifaceted environment with diverse, complex and sensitive issues. Proven ability to foster partnerships public agencies, governments, boards, committees and other partners and achieve organization goals within a large, diverse, unionized organization.

Preferred Qualifications:

Ability to hold registration and practice permit with the Alberta College of Paramedics. A Master's Degree in a Health Sciences Discipline, Business Administration, or equivalent level of education training and experience. Practical experience in strategy, policy development, leadership, and project and program management.

How to Apply:

Please visit our online job board to learn more and apply:

<https://careers.albertahealthservices.ca/jobs/ems-director-425910>