



Organization:	Indigenous Primary Health Care Council (IPHCC)
Position Title:	Manager, Health System Transformation and Strategic Initiatives
Work Hours / Status:	35 Hour Work Week Full Time Permanent
Salary:	\$105,600-\$118,000
Position Reports To:	Director of Health System Transformation
Location:	21800 Island Road, Unit 4, Mississaugas of Scugog Island Nation Port Perry, Ontario L9L 1B6

The Indigenous Primary Health Care Council (IPHCC) is the provincial Indigenous-governed organization dedicated to supporting Indigenous Primary Health Care Organizations (IPHCOs) and advancing Indigenous-led primary health care across Ontario. Guided by Indigenous values, Indigenous self-determination, relational accountability, and Indigenous ways of knowing, being, doing, and relating, IPHCC works collaboratively with members and system partners to strengthen Indigenous health outcomes while supporting culturally safe, holistic, and community-driven care.

Reporting to the Director of Health System Transformation, the Manager, Health System Transformation and Strategic Initiatives provides strategic, operational, and people leadership for a diverse and evolving portfolio of Indigenous-led health system transformation initiatives, organizational priorities, funding agreements, and strategic projects.

The Manager translates IPHCC's Strategic Plan, Transfer Payment Agreements, contractual commitments, Board direction, and emerging provincial priorities into coordinated work plans, budgets, staffing assignments, implementation strategies, evaluation frameworks, and measurable outcomes. The position provides leadership throughout the complete project lifecycle—from concept development and Indigenous engagement through implementation, evaluation, sustainability, and continuous improvement.

Working collaboratively across all IPHCC portfolios, the Manager contributes to advancing Indigenous influence within Ontario's health system while strengthening relationships with Indigenous Primary Health Care Organizations, Indigenous communities and organizations, Ontario Health, the Ministry of Health, Ontario Health Teams, Primary Care Networks, correctional partners, academic institutions, public health organizations, and other strategic partners.

The Manager supports Indigenous-led system transformation by balancing strategic thinking, operational excellence, relationship building, innovation, fiscal accountability, policy development, and organizational stewardship while ensuring Indigenous priorities, knowledge systems, and community perspectives remain central to planning, implementation, decision-making, and evaluation.

Job Duties and Responsibilities

- Lead programs, projects, and strategic initiatives through an Indigenous frame of reference that reflects IPHCC's values, Indigenous self-determination, relational accountability, and the diversity of First Nations, Inuit, and Métis communities.
- Interpret IPHCC's strategic plan and direction from the Director of Health System Transformation and translate priorities into clear work plans, responsibilities, timelines, budgets, performance measures, and intended outcomes.
- Provide leadership and oversight for an evolving portfolio of health system transformation programs, funded initiatives, and organizational priorities.

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- Plan, delegate, monitor, and evaluate portfolio activities, ensuring staff understand the purpose of their work and how it contributes to member needs, organizational priorities, and funding commitments.
- Lead initiatives from planning through implementation, evaluation, continuous improvement, sustainability, and demonstrated impact.
- Ensure Indigenous perspectives, community priorities, cultural safety, Indigenous knowledge systems, and relational accountability remain foundational to all assigned initiatives.
- Ensure transfer payment agreements, contracts, contribution agreements, and other funding obligations are fulfilled within approved scope, timelines, budgets, and reporting requirements.
- Develop, manage, monitor, and forecast program and project budgets in collaboration with Finance, promoting sound financial practices and addressing risks and variances in a timely manner.
- Lead the preparation and quality review of accurate, comprehensive, and timely quarterly, annual, year-end, and final reports for government, funders, senior leadership, and the Board.
- Ensure reports connect activities, expenditures, outputs, outcomes, Indigenous knowledge and perspectives, lessons learned, and impact to strategic and contractual commitments.
- Maintain effective systems for tracking deliverables, decisions, evidence, financial information, risks, outcomes, and lessons learned.
- Provide direction, leadership, coaching, feedback, and development opportunities to assigned staff and project teams, and implement performance management processes as required.
- Promote a respectful, accountable, culturally safe, and collaborative work environment and participate in staffing and human resource processes as required.
- Work collaboratively across IPHCC portfolios to align priorities, coordinate resources, reduce duplication, and support organization-wide initiatives.
- Build and maintain respectful, reciprocal, and accountable relationships with IPHCC members, Indigenous communities and organizations, government, Ontario Health, Ontario Health Teams, Primary Care Networks, correctional partners, and other health-system organizations.
- Represent IPHCC's mandate, positions, and interests accurately and professionally in meetings, committees, presentations, engagement activities, and collaborative initiatives.
- Support culturally grounded engagement and co-development that respects local context, community authority, existing relationships, and Indigenous data governance.
- Monitor and analyze health-system, policy, legislative, and funding developments and provide clear briefings, recommendations, and response strategies.
- Bridge mainstream and Indigenous health-system concepts and practices while protecting Indigenous priorities, knowledge, and decision-making authority.
- Identify, assess, and manage operational, financial, contractual, human resource, partnership, strategic, reputational, and implementation risks.
- Develop mitigation strategies and provide the Director with timely updates, recommendations, and decision-support to support effective risk management and successful implementation of organizational priorities.
- Complete other related duties and provide leadership to additional priorities as assigned by the Director of Health System Transformation.

Required Core Competencies

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- Indigenous-Centred and Relational Leadership
- Strategic and Health Systems Thinking and Transformation
- Organizational Leadership, People Leadership and Team Development
- Financial Management and Fiscal Responsibility
- Program, Project, and Portfolio Management
- Decision Making, Planning, and Results Focus
- Evaluation and Performance Management
- Government and Funder Accountability
- Indigenous Engagement, and Partnership Management
- Collaboration and Relationship Management
- Communication, Facilitation, and Presentation
- Political Acuity and Systems Navigation
- Adaptability, Integrity, and Accountability

Technical Skills and Qualification Requirements

- Bachelor's degree in health administration, public health, social sciences, business, management, leadership, Indigenous studies, or a related field.
- A master's degree is considered an asset.
- An equivalent combination of education lived experience, Indigenous knowledge and progressively responsible management experience may be considered.
- Five or more years of progressive management experience, including responsibility for staff, budgets, strategic initiatives, and complex organizational projects.
- Demonstrated experience managing government-funded initiatives, transfer payment agreements, vendor contracts, contribution agreements, or comparable funding commitments.
- Demonstrated experience developing and managing budgets, including forecasting, expenditure monitoring, variance analysis, and financial reporting.
- Proven ability to prepare accurate, thorough, and professionally written reports, briefings, proposals, presentations, and year-end submissions for government, funders, Boards, or senior leadership.
- Experience working with Indigenous communities and organizations, with strong knowledge of Indigenous histories, cultures, rights, governance, health priorities, and the ongoing impacts of colonial systems.
- Demonstrated ability to apply Indigenous ways of knowing, being, doing, and relating within leadership, engagement, program development, implementation, evaluation, and reporting.
- Strong understanding of Ontario's health-system environment, including the Ministry of Health, Ontario Health, Ontario Health Teams, Primary Care Networks, and Indigenous Primary Health Care Organizations. Understanding the federal health system as it applies to First Nation communities, Health Canada, First Nations Health Branch, Non-insured Health Benefits and Indigenous Services Canada.
- Demonstrated success in strategic planning, people leadership, program and project delivery, risk management, evaluation, and continuous improvement.



- Excellent communication, facilitation, analytical, relationship-building, and Microsoft 365 skills, with the ability to manage changing priorities, meet firm deadlines, travel as required, and maintain residency in Ontario.

Work Conditions / Physical Demands Analysis

Mental Effort

- Periods of sustained concentration, critical thinking, planning, analysis, writing, review, and decision-making.
- Ability to manage multiple and simultaneous priorities with competing deadlines.
- Capacity to navigate complex organizational, political, cultural, and system-level issues with professionalism and sound judgement.
- Frequent collaboration and relationship management involving sensitive, confidential, or high-profile matters.

Physical Effort

- Regular travel throughout Ontario, including periods of increased travel to member sites, meetings, gatherings, and system events.
- Sitting for extended periods and regular use of computer and office technology.
- Ability to facilitate meetings and presentations, with occasional extended hours to meet organizational requirements.

What We Offer

At IPHCC, we are committed to supporting the wholistic well-being of our employees through a comprehensive and meaningful total rewards package grounded in Indigenous and culturally safe approaches to wellness. We strive to foster a workplace rooted in respect, relationship, and community, where employees feel valued, supported, and connected.

Our offerings include:

- Employer-paid health and dental benefits
- Annual education stipend
- Participation in the HOOPP defined-benefit pension plan
- Critical illness coverage
- Employee Assistance Program (EAP)
- Health Spending Account (HSA)
- Remote work arrangements
- Access to Elders and Knowledge Holders

IPHCC does not use AI or automated tools in the hiring process. All applications are reviewed and decisions are made by human reviewers in alignment with our commitment to fairness, equity, and cultural safety.

IPHCC is an Indigenous-led organization and an equitable opportunity employer. We prioritize First Nations, Inuit and Métis candidates and strongly encourage applications from candidates who are passionate about

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advancing Indigenous health and reconciliation, even if they may not meet every qualification. As this is a designated opportunity prioritizing First Nations, Inuit and Métis candidates, shortlisted candidates may be asked to affirm Indigenous identity during the recruitment process.

IPHCC is committed to providing accommodation throughout the recruitment process in accordance with the AODA. If you require accommodation, please contact hr@iphcc.ca. Applications will be accepted until July 22, 2026, at 5:00 p.m. Please forward your resume to hr@iphcc.ca. Only qualified candidates will be selected for interview.

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