



Keewatinohk Inniniw Minoayawin Inc.

Northern Peoples' Wellness

Employment Opportunity
Director of Health Policy and Planning
Policy Unit
Based in Winnipeg, MB
\$103,141 - \$135,056 Annually

The KIM team invites applicants to apply for the following exciting opportunity!

Under the direction of the Chief Operating Officer, the Director of Health Policy and Planning is responsible for leading KIM's Policy Unit and providing strategic leadership for health policy, organizational planning, and Health Transformation initiatives. This role oversees the development, analysis, implementation, and evaluation of health policies, strategic plans, organizational frameworks, and evidence-informed recommendations that advance First Nations health sovereignty and support KIM's mandate to transform health services for the 23 northern First Nations represented by KIM.

The Director works collaboratively with Executive Leadership, program Directors, Managers, and First Nations partners to translate Nation-identified priorities, evidence, and lived experience into practical policy solutions, organizational planning processes, and implementation strategies. The role leads the operational planning required to advance Health Transformation and Transfer while ensuring policy work is grounded in First Nations rights, anti-racism, cultural safety, and continuous quality improvement.

Candidates with roots to a northern First Nation community will be given preference.

The successful candidate will be responsible to:

- Lead the Policy Unit, including recruitment, hiring, supervision, coaching, mentoring, performance management, work planning, budgeting, and staff development for Policy Analysts, Project Managers, and other Policy Unit staff.
- Provide strategic leadership for the development, implementation, evaluation, and continuous improvement of organizational health policies, strategic frameworks, position papers, and planning documents.
- Ensure all policy work reflects First Nations rights, self-determination, health sovereignty, cultural safety, health equity, and an explicit anti-First Nations racism lens.
- Lead implementation planning associated with the Agreement in Principle, Health Transformation Framework, Health Transformation and Transfer initiatives, and related organizational deliverables.
- Monitor Health Transformation milestones, timelines, risks, budgets, reporting requirements, and organizational readiness for phased transfer initiatives.
- Lead strategic planning, annual corporate planning, program planning, implementation roadmaps, and operational planning processes that translate strategic priorities into action.
- Provide leadership in First Nations-led health system planning, including population health planning, service planning, model of care development, public health planning, health service redesign, workforce planning, and long-term service sustainability.
- Lead policy analysis, research, environmental scanning, jurisdictional reviews, and evidence-informed recommendations that integrate quantitative data, qualitative evidence, evaluation findings, and community knowledge.
- Collaborate with Quality, Data, and Program teams to support evidence-informed decision making, measurable improvements in health outcomes, system performance, evaluation, and continuous quality improvement.
- Ensure compliance with OCAP® Principles and Indigenous Data Sovereignty in relevant policy, planning, research, analysis, and evaluation activities.
- Prepare policy briefs, briefing notes, discussion papers, submissions, position statements, technical policy analysis, legislative analysis, funding requests, grant proposals, and advocacy materials.
- Support bilateral and trilateral discussions, government and system partner meetings, and responses to emerging health policy issues and jurisdictional challenges.
- Work closely with the Executive Governance Advisor to translate governance direction, organizational priorities, and Health Transformation decisions into coordinated policy, planning, implementation, and briefing activities.
- Provide strategic policy advice to Directors, Managers, Program Leads, Executive Leadership, and multidisciplinary teams, supporting alignment across policy, planning, quality improvement, communications, finance, and program implementation.
- Support change management initiatives, mentor staff, build organizational policy capacity, and promote collaboration across programs to achieve organizational priorities.
- Prepare and deliver presentations related to health policy, planning, and Health Transformation, and represent KIM on policy and planning working groups, committees, and sector tables as delegated.
- Review public-facing communication materials to ensure First Nations rights-based language, culturally safe messaging, and alignment with KIM's policy positions, and perform other related duties as assigned.

The successful candidate will possess the following qualifications:

- Master's degree in Public Policy, Health Policy, Public Administration, Health Administration, Indigenous Governance, Political Science, Business Administration, Indigenous Studies, or another related discipline is preferred.
- Bachelor's degree in Public Policy, Health Administration, Political Science, Public Administration, Indigenous Studies, Health Sciences, Business Administration, Social Sciences, or another related field is required.
- An equivalent combination of education, professional development, lived experience, and progressively responsible leadership experience in health policy, strategic planning, health system transformation, or related fields will be considered.
- Minimum of 7–10 years of progressively responsible leadership experience in health policy, strategic planning, health system planning, public health, health administration, Indigenous health, or a related field.
- Demonstrated experience supervising multidisciplinary teams and leading policy, planning, or project staff.
- Experience working with or supporting First Nations governments, Indigenous organizations, or Indigenous-led health organizations is strongly preferred.
- Experience supporting complex organizational change, Health Transformation initiatives, service redesign, or health system planning.
- Experience developing strategic plans, implementation plans, policy frameworks, funding proposals, organizational planning initiatives, briefing notes, policy papers, position statements, implementation plans, and reports.
- Knowledge of First Nations rights, self-determination, health sovereignty, distinctions-based approaches, Indigenous health systems, population health, public health principles, health system transformation, provincial and federal health systems, and health funding structures.
- Knowledge of the Truth and Reconciliation Commission's Calls to Action, UNDRIP, the Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls, Joyce's Principle, Jordan's Principle, and the Brian Sinclair Inquest Report.
- Strong strategic thinking, systems thinking, policy analysis, research, critical thinking, communication, facilitation, presentation, relationship-building, project management, financial management, organizational, and change management skills.
- Demonstrated commitment to First Nations self-determination, cultural safety, reconciliation, anti-racism, ethical judgment, professionalism, discretion, continuous learning, innovation, and organizational excellence.
- Assets include experience supporting Health Transformation, health service transfer, Indigenous-led health system redesign, public health planning, primary care planning, population health initiatives, performance measurement, program evaluation, quality improvement, project management certification, change management certification, knowledge of Manitoba's First Nations health landscape, and the ability to speak one or more Northern First Nations languages.

The following are considered conditions of employment:

- Satisfactory criminal record checks will be required.
- Must be able to travel on occasion, with appropriate notice.
- Possess a valid class 5 driver's license and ability to travel as needed.
- Successful completion of Personal Health Information Act (PHIA) training will be required.
- Employee must be eligible to work in Canada.

For more information or to join our growing team of experts, please submit your resume and cover letter to Human Resources at hr@kimhealth.ca

Applications will be accepted by email and will be reviewed on **July 30th, 2026, at 4:30pm. This opportunity will continue to remain open until filled.**

KIM offers eligible employees a highly competitive and comprehensive benefits package, complemented by participation in the Healthcare Employees' Pension Plan (HEPP) — a defined benefit pension plan that provides predictable, secure monthly retirement income based on earnings and years of credited service, with employer-matched contributions.

Established in December 2019, Keewatinohk Inniniw Minoayawin (KIM) is a northern First Nations-led aggregate health organization that will work to transform health and wellness services and improve health outcomes for First Nations people. We offer a competitive compensation and benefits structure, and opportunity for advancement.