

**Internal / External
22-15**

Position:	PROGRAM MANAGER		Number of Positions:	1
Classification:	FULL-TIME	MANAGEMENT	FTE:	1.0 = 35 HOURS PER WEEK
Department:	CLINICAL SERVICE		Program:	ORAL HEALTH
Location:	BARRIE - CLINIC		Anticipated Date of Hire:	APRIL 11, 2022
Salary Range:	\$63.44 - \$71.11		Posting Date:	MARCH 2, 2022
Criminal Record Check:	Required <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO		Vulnerable Sector Screening:	Required <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO

Purpose of Position:

The Program Manager is an integral member of the health unit management team and the Oral Health Program, providing vision and leadership, and fostering development of knowledge, skills, attitudes and innovation which support excellence in the delivery of public health programs. The Program Manager provides leadership in directing the development, implementation and evaluation of programs, and actively contributes to the achievement of these goals as well as the broader organizational goals.

Publicly funded programs within the portfolio of this Program Manager position include the Healthy Smiles Ontario Program; Ontario Seniors Dental Program and other related publicly funded programs for children, teens and adults. Responsibilities include: management of program staff (including receptionists, dental assistants, registered dental hygienists and dentists); management of program resources including budget input/monitoring/reporting; management of assigned program areas including annual operational plan, annual service plan, program standards; and ongoing staff development and program improvement; leading the preparation of Oral Health related briefing notes, media releases, PSAs and other public communications as required.

This position acts as a representative of the Simcoe Muskoka District Health Unit at the local, regional, provincial and national level.

See Program Manager position description for further details.

Responsibilities:

Oversee and manage program staff and program resources, to meet the ongoing and changing needs of the program and the department;

Manage Program Area, including annual Operational Planning, Program Standards, Evaluation and Reporting

Ensure staff meet professional standards and customer service goals, through staff coaching & development, and encourage and initiate Continuous Quality Improvement (CQI) in all areas of dental care services, including timely implementation and effectively managing multiple, complex issues as they arise;

Contribute to overall agency management, promotion, and development. Contribute to team and agency effectiveness.

Specific knowledge, skills, abilities:

- Advanced understanding of relevant public health legislation, protocols and professional standards;
- Advanced knowledge and experience with the application of population health and health promotion principles including advanced skills and experience in program planning, implementation and evaluation;
- Advanced leadership skills including team building and creative problem-solving, and proven resource and program management skills;
- Advanced critical thinking skills, diplomacy and political astuteness.
- Advanced ability to model, support and serve as a mentor for skills development with assigned staff;
- Advanced ability to work collaboratively with all health unit staff, managers and community partners;
- Advanced interpersonal communication skills including negotiation, collaboration, facilitation, consultative and conflict management skills;
- Advanced oral communications skills and demonstrated experience in presenting information to individuals and groups for the purpose of setting priorities, accessing resources, defining policy and procedure and influencing program or agency direction;
- Advanced written communications skills and demonstrated experience creating project proposals, research articles, technical documents and correspondence to communicate to professional audiences, policy makers, and the general public;
- Advanced time management and organizational skills, results-oriented, and ability to meet deadlines;
- Intermediate ability to analyze and interpret health status data, research and trends;
- Intermediate skills in Microsoft Word, Excel, PowerPoint and Outlook;
- Intermediate understanding of the application of technology to support program delivery;
- Valid driver's license and reliable vehicle or the ability to travel in a timely and efficient manner to locations within and outside the health unit district.

Education:

Baccalaureate Degree (4 year) with preparation in public health, or equivalent as determined by the Department Vice President AND professional designation as a Registered Dental Hygienist. Must be in good standing with the College of Dental Hygienists of Ontario, with self-initiation status.

Related Experience:

- 5-7 years' experience in public health, or related field, with leadership responsibilities.
- Minimum 3 year's relevant experience as a Registered Dental Hygienist.

Preference will be given to candidates with the following qualifications which are considered assets in this competition:

- Demonstrated, advanced skill in data analysis and report development;
- Enrollment in or completion of Masters Degree in Public Health, Health Care, or related field preferred

Deadline: 4:00 pm, TUESDAY, MARCH 15, 2022

This is an internal non-union posting. External applicants may be considered when the internal recruitment process does not result in a successful internal candidate.

If interested in applying for this position, forward résumé with cover letter to Human Resources at hr@smdhu.org referencing posting # **22-15** in the subject line

For internal SMDHU applicants interested in applying for this position, please forward your completed application to Human Resources at hr@smdhu.org referencing posting #22-15 in the subject line. Your formal application consists of submitting both an up-to-date résumé and a separate cover letter outlining how you meet the requirements and qualifications of this position. Please ensure you indicate in your application that you have the requirements and qualifications listed for this position otherwise it will be deemed you do not have them.

For External Applicants Only:

If interested in applying for this position, forward résumé with cover letter to Human Resources at hr@smdhu.org referencing posting # 22-15 in the subject line.

Due to the large volume of applications we receive, and to ensure your application is given due consideration, we kindly request all applications for this position include both an up-to-date resume, and a detailed cover letter including specific examples of how you meet the required qualifications and skills for this position. The cover letter is to clearly identify:

- a. How your education meets the educational requirements listed.
- b. How your experience meets the experience requirements listed.
- c. How your experience meets each of the required knowledge, skills and abilities listed.
- d. How your education and/or experience meet each of the listed assets, which are considered preferences.

Applicants who fail to satisfactorily provide the information requested above in their cover letter will be deemed to not meet the minimum job requirements listed in this job posting. Accordingly, their application will not be considered in this competition.

Following submission of your e-mailed cover letter and resume, you will receive a standard reply e-mail confirming your e-mail was received by SMDHU. If you do not receive this confirmation e-mail your electronic application was not received and you will not be considered. Also, if SMDHU's confirmation e-mail is dated/timed after the posting deadline, your application will not be considered.

If selected for an interview, candidates may be assessed through testing and/or by providing a presentation/portfolio highlighting examples of their work that is applicable to the position being applied to.

Full COVID-19 vaccination is an essential requirement of the job. Full vaccination is defined as having received the full series of a COVID-19 vaccine or combination of COVID-19 vaccines approved by the World Health Organization (e.g., two doses of a two-dose vaccine series, or one dose of a single-dose vaccine series) and having received the final dose of the COVID-19 vaccine at least 14 days ago. SMDHU is an equal opportunity employer. The possibility of accommodation will be considered during the hiring process.

The Simcoe Muskoka District Health Unit is an equal opportunity employer. Accessibility accommodations are available for all parts of the recruitment process upon request. Due to the number of qualified applications we receive, only those selected for an interview will be contacted. All candidates must be legally entitled to work in Canada.