

Employment Opportunity

HEALTH DIRECTOR

Reports To: Band Administrator / Chief & Council

Employment Status: Full-Time, Permanent

Location: 2 Gas Rd. Lake Helen Reserve, Ontario

Salary Range: Competitive and commensurate with experience

Apply By: January 21, 2026 at 3:00 pm



About the Community

The Red Rock Indian Band (RRIB), traditionally known as Opwaaganasiniing—“where the pipestone is”—is an Ojibwe First Nation in Northwestern Ontario, located near Nipigon and Thunder Bay. The community is committed to strong governance, cultural continuity, and sustainable growth that supports present and future generations.

About the Opportunity

Red Rock Indian Band (RRIB) is seeking a dedicated, experienced Health Director to provide strategic and operational leadership for all community health and wellness programs. This senior leadership role is responsible for ensuring culturally safe, responsive, and community-driven health services that support the physical, mental, emotional, and spiritual well-being of RRIB members.

The Health Director will work closely with Chief & Council, the Band Administrator, community partners, and staff to plan, manage, and continuously improve health programs in alignment with RRIB priorities, funding agreements, and applicable legislation.

Key Responsibilities

Leadership & Strategic Planning

- Provide overall leadership and direction for RRIB health and wellness programs
- Develop, implement, and monitor health plans, policies, and service models aligned with community needs
- Advise Chief & Council and senior management on health-related matters and emerging issues
- Represent RRIB in regional, provincial, and federal health forums and partnerships

Program & Service Management

- Oversee the planning, delivery, and evaluation of health programs (e.g., primary care coordination, mental wellness, addictions, home and community care, NIHB-related supports, health promotion)
- Ensure services are culturally appropriate, trauma-informed, and grounded in First Nations values
- Monitor service outcomes and implement improvements based on community feedback and data

Financial & Funding Oversight

- Manage health department budgets and funding agreements
- Ensure compliance with funder requirements, reporting obligations, and financial controls
- Support funding proposal development and long-term sustainability planning

Human Resources & Team Leadership

- Lead, supervise, and support health department staff
- Foster a respectful, collaborative, and accountable team environment
- Participate in recruitment, onboarding, performance management, and professional development

Governance, Compliance & Risk Management

- Ensure compliance with applicable legislation, professional standards, and RRIB policies
- Develop and maintain clear procedures, documentation, and accountability frameworks
- Identify and manage risks related to health service delivery

Qualifications & Experience

Required:

- A Degree in Health Administration, Public Health, Nursing, Social Work, Indigenous Studies, or a related field
- Minimum 5 years of progressive leadership experience in health or community services
- Experience working with or within First Nations communities
- Strong knowledge of Indigenous health systems, funding models, and culturally safe service delivery
- Proven experience managing budgets, staff, and complex programs
- Excellent communication, leadership, and relationship-building skills

Preferred:

- Experience working directly with Chief & Council or Board-governed organizations
 - Familiarity with NIHB, ISC funding agreements, and provincial health systems
 - Knowledge of Ontario Indigenous health networks and partners
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Core Competencies

- Strategic and systems thinking
 - Cultural humility and respect for Indigenous governance
 - Strong organizational and administrative skills
 - Sound judgment, discretion, and professionalism
 - Ability to work independently while collaborating across departments
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Why Work with RRIB

- Meaningful leadership role supporting community wellness
 - Opportunity to shape and strengthen health services at the community level
 - Supportive governance structure and collaborative leadership team
 - Competitive compensation and benefits package
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Application Process

Interested candidates are invited to submit:

- A cover letter outlining their interest and qualifications
- A current resume
- Three professional references

Submit applications to:

Email: jobs@rrib.ca

Subject Line: *Health Director Employment Opportunity – RRIB*

Applications will be screened as they are received, and only those selected for an interview will be contacted.

Employment Equity

RRIB is committed to equity, diversity, and inclusion in the workplace. Preference may be given to qualified Indigenous applicants in accordance with applicable policies and legislation. Miigwech to all who apply for their interest in supporting the Red Rock Indian Band.