

Senior Manager, Indigenous Health

Canadian Red Cross

Job ID
39036

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LOCATION	DATE POSTED	EXPIRY DATE	
Hybrid / remote, Canada, ON Ontario	04-02-2026	03-08-2026	
TYPE OF JOB	SALARY	MIN. EXPERIENCE	MIN. EDUCATION
Full Time	CAD 95,227\$ - 101,177\$/year	5 year or more	Bachelor's degree

Job Details

The Senior Manager, Program/Service – Indigenous Health leads teams and health professionals to ensure readiness and deliver high-quality health services, develop solutions, and drive operational excellence from an Indigenous lens. This may include providing leadership, support and guidance to culturally relevant preparedness, response/health in emergency operations, recovery and mitigation efforts. They foster a positive team culture, optimize resource allocation, address operational challenges, and implement process improvements to enhance efficiency, mitigate risks, and boost productivity. Collaborating across teams, they support continuous improvement and the adoption of innovative work practices. Additionally, they establish and maintain partnerships with stakeholders, oversee program budgets and resources, and contribute to program development and innovation. They will ensure CRC’s work in health with Indigenous communities is safe, respectful, and founded on an Indigenous determinants of health (IDoH) framework.

How to apply:

https://tre.tbe.taleo.net/tre01/ats/careers/v2/viewRequisition?org=CRCS&cws=75&rid=15372&utm_source=FNJ&utm_medium=

Job Description

Title: Senior Manager, Indigenous Health

Employee Working Location: Partially Virtual / Hybrid (Canada)

Employment Status: Permanent Full-time

The Canadian Red Cross (Red Cross) – an inspirational not for profit organization, helps people and communities in Canada and around the world in times of need and supports them in strengthening their resilience. As a Canada’s Best Employers 2024, we are committed to having an accessible, diverse, inclusive, and barrier-free work environment.

The Senior Manager, Program/Service – Indigenous Health leads teams and health professionals to ensure readiness and deliver high-quality health services, develop solutions, and drive operational excellence from an Indigenous lens. This may include providing leadership, support and guidance to culturally relevant preparedness, response/health in emergency

operations, recovery and mitigation efforts. They foster a positive team culture, optimize resource allocation, address operational challenges, and implement process improvements to enhance efficiency, mitigate risks, and boost productivity. Collaborating across teams, they support continuous improvement and the adoption of innovative work practices. Additionally, they establish and maintain partnerships with stakeholders, oversee program budgets and resources, and contribute to program development and innovation. They will ensure CRC's work in health with Indigenous communities is safe, respectful, and founded on an Indigenous determinants of health (IDoH) framework.

In this role, you will :

Manage program/service planning, implementation, and evaluation in collaboration with key stakeholders, ensuring alignment with organizational strategies and goals.

Contribute to the development and enhancement of public health and/or clinical services and Emergency Management programs.

Establish and maintain partnerships with stakeholders, including Indigenous organizations, government agencies, NGOs, donors, local communities, at national and international levels, vendors and service providers, to ensure effective coordination, collaboration, and support for program/service activities.

Manage budgets and resources, including financial planning, reporting, and compliance with donor requirements and organizational guidelines.

Lead and facilitate program/service assessments, research, and analysis to inform program/service design and decision-making, and ensure program/service activities are evidence-based and contextually relevant to Indigenous populations.

Monitor and evaluate program/service impact and effectiveness, including data collection, analysis, and reporting, and use findings for program/service improvement and learning.

Work with relevant roster manager to ensure mechanisms are in place to recruit, review credential (if relevant) and ensure readiness of key workforce specialists (including roster/register members and volunteers).

Oversee the development and evolution of relevant learning paths for the roster / register / volunteers.

Prepare program/service reports, funding proposals, and other program/service-related materials, ensuring compliance with donor requirements and organizational guidelines.

Contribute to program/service development and innovation efforts by providing technical expertise, including identifying new program/service opportunities, developing concept notes, and participating in proposal development or procurement/tender processes.

Implement and monitor procedures, processes, practices, and policies for business unit/program.

Represent the organization in key working groups, forums, and collaborations to advance Indigenous program/service

objectives.

Ensure adherence to relevant policies, laws, regulations, and industry standards.

Identify, assess, and mitigate risks to program/service success, safeguarding service quality and stakeholder trust.

What we are looking for :

Qualifications include a minimum of 6-9 years experience and a university degree in health sciences (such as MD, Bachelor of Science in Nursing (BSN), Epidemiology, Public Health, Social Services, Mental Health) or in a related field and/or an equivalent combination of education and experience. May require a graduate diploma/degree in a related field (such as public health, nursing, emergency management, epidemiology) and/or a professional degree, certification, or designation.

Requires expertise in a specialized discipline related to public health in emergencies and/or clinical services in emergencies both in Canada and Internationally or broad experience across fields, along with an understanding of interconnections between processes and business units to provide effective leadership.

At least 5 years+ experience working in health programming in Indigenous communities in Canada.

Demonstrated understanding of unique strengths and complexities that exist within Indigenous communities and the impact of colonization on health and health outcomes.

Leadership and team management skills with the ability to resolve conflicts and inspire, motivate and engage teams to achieve program objectives.

Experience managing cross-functional teams, including roster members, delegates and emergency personnel, in high-pressure situations.

For Relief Operations: Experience in successfully leading and coordinating emergency response or recovery operations.

Proficiency in standard computer applications (Microsoft Office Suite), data analysis tools, etc.

Ability to identify complex problems, conduct deep analysis in unfamiliar areas, predict outcomes, and develop innovative, collaborative solutions by balancing technical inputs with strategic objectives.

Communication and influencing skills to synthesize diverse and sometimes conflicting perspectives and find mutually beneficial solutions, often in sensitive or complex situations.

Experience in budget management, resource allocation, and financial oversight.

Strong background in stakeholder engagement.

Strong understanding of program/service delivery models, performance metrics, and impact evaluation.

Knowledge of compliance, regulations, and risk management in the relevant industry.

Ability to implement process improvements and optimize service delivery.

Ability to apply local context, culture, and development/humanitarian issues.

Working Conditions :

As we work with and support people (managers, colleagues, beneficiaries/customers, volunteers, donors and external partners) and communities in Canada and around the world, applicants whose first language is not English may be required to perform the responsibilities of the role in English.

Eligibility to work in Canada: At this time, we welcome applications from candidates eligible to work in Canada. If you are not a citizen or permanent resident of Canada, we encourage you to carefully review your visa to find out whether you are eligible to work in the job you are considering applying for. Refer to our FAQ for more information.

If you are selected for this role, you will be required to complete a successful pre-employment screening process which includes a satisfactory Enhanced Police Information Check (E-PIC).