

Senior Specialist - Indigenous Health

Canadian Red Cross

Job ID
39037

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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 \$78,699 - \$83,618 / year	3 years to less than 5 years	Bachelor's degree

Job Details

Title: Senior Specialist - 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.

How to apply:
https://tre.tbe.taleo.net/tre01/ats/careers/v2/viewRequisition?org=CRCS&cws=75&rid=15265&utm_source=FNJ&utm_medium=

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In this role, you will :

Provide specialized knowledge, research, and data-driven insights to enhance program/service design, implementation, and evaluation.

Lead the development and refinement of technical frameworks, guidelines, and methodologies to ensure high-quality service delivery.

Act as a resource for complex program/service challenges, providing expert analysis and solutions based on best practices.

Lead the development of specialized metrics, evaluation tools, and impact assessment models to measure program effectiveness.

Analyze qualitative and quantitative data to generate evidence-based recommendations for continuous improvement.

Provide technical guidance on monitoring, evaluation, and reporting frameworks to ensure data-driven decision-making.

Serve as an expert representative in national and international working groups, advisory committees, and cross-sector partnerships.

Lead technical training sessions, workshops, and knowledge-sharing initiatives for internal teams and external partners.

Develop and contribute to research, reports, and policy recommendations to shape best practices in the sector.

Ensure community engagement strategies integrate technical insights, equity principles, and culturally responsive practices.

Provide guidance on ethical considerations, accessibility, and inclusive service design to remove barriers for marginalized communities.

Facilitate participatory processes that empower communities to co-design and influence program/service direction.

Develop specialized protocols, risk assessments, and compliance strategies to strengthen operational resilience.

Provide technical recommendations on regulatory standards, funding compliance, and ethical considerations in service delivery.

Ensure risk mitigation strategies align with evolving sector policies and humanitarian principles.

Specific to Health Services:

Contribute to the public health and/or clinical technical support to humanitarian health services (HHS)/Emergency Response Unit (ERU) readiness, service design and evolution both in Canada and Internationally.

Provide input and technical support to health in emergencies operations across Canada and/or internationally and support operational leads and deployed personnels with planning and design.

Contribute as a Subject Matter Expert (SME) by drafting, updating, and maintaining health in emergencies SOPs in line with provincial/territorial, federal and/or international guidelines as applicable.

Maintain communication with HiE Roster / Register Managers and support the readiness for health in emergencies deployments.

Technically lead the specific international health in emergencies register management (if applicable) as directed by service line leadership and ensure readiness and support deployment of the international delegates.

Stay updated on licensing and competencies requirements for healthcare professionals and review health in emergencies learning paths for compliance.

In case of deployment:

- In a clinical capacity (if applicable): provision of clinical and health care to patients and clients. lead clinical assessments, implement clinical and health services, and supervise and train clinical, non-clinical and auxiliary personnel as relevant.
- In Public Health capacity (if applicable): conduct health assessment, follow up with public health authorities, design and implement public health / outbreak management interventions.

Specific to Indigenous Health:

- Review, create, and deliver Indigenous focused briefings, webinars, and trainings, including via virtual platforms or in person.
- Collaborate with Indigenous leadership to address the following:
 - Health initiatives as defined by the community and by leadership.
 - Ensure guidance promotes local leadership action and capacity.
 - Identify immediate and emerging needs and capacity and support solutions.
 - Identify health trends for the Indigenous population and potential policy implications that reflect the Indigenous determinants of health (IDoH).
- Provide technical health expertise to Indigenous Programs teams and other CRC service lines to inform on Indigenous health priorities.

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) or 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.

At least 3 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.

Proficiency in standard computer applications (Microsoft Office Suite).

Experience in stakeholder engagement and partnership development.

Ability to identify complex problems, analyze interrelated factors, assess and mitigate risks, and develop solutions using specialized skills.

Communication and influence skills to gather perspectives, understand needs, and present information to reach consensus, often in somewhat sensitive situations.

Proven experience building and managing partnerships with internal teams, community organizations, government agencies, and external stakeholders.

Experience applying community engagement principles, participatory approaches, and culturally safe practices

Ability to integrate best practices and evidence-based approaches into program frameworks.

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).