



TL'AZT'EN NATION

PO Box 670, Fort St. James, B.C. V0J 1P0
Phone 250-648-3212 • Fax 250-648-3250



Now Hiring: Health Manager, TL'azt'en Nation Strengthen Our Nation.

About TL'azt'en Nation

TL'azt'en Nation is growing — building our capacity, strengthening governance, and investing in our people. Rooted in Dakelh values, we are advancing a vision of self-determination where every position contributes to Nation-building, community wellness, and long-term success. As we continue to grow, we're seeking skilled and compassionate professionals who want to make a meaningful impact.

About the Role

The Health Manager is a key member of the Senior Leadership Team of TL'azt'en Nation and is responsible for the overall leadership, coordination and delivery of community-based health programs and services. This role shapes the future of the department by implementing the TL'azt'en Nation Community Health Plan and ensuring a holistic, culturally appropriate and community-driven approach to health and wellness.

Key Responsibilities

The Health Manager provides the leadership and coordination that make TL'azt'en Nation's health system work—uniting clinical practice, cultural wellness, and community voice into one cohesive approach. By guiding staff, strengthening programs, and ensuring high standards of safety, accountability, and cultural respect, this role delivers the operational backbone that empowers holistic, community-driven health services to thrive.

- Provide operational leadership to an interprofessional team to deliver holistic wellness, prevention, intervention and post-vention health services aligned with the Community Health Plan.
- Supervise health centre staff and contractors—ensure performance expectations are met through guidance, feedback and performance reviews.
- Develop and implement service-delivery frameworks and assessment tools to evaluate client needs, monitor program outcomes and ensure service effectiveness.
- Prepare funding proposals and advocate for additional health resources based on identified community priorities and needs assessments.
- Lead the department's budgeting process, financial tracking and expenditure controls to ensure accountability and responsible stewardship of health resources.
- Participate in and/or lead emergency response, public health alerts and critical-incident management in collaboration with other departments and agencies.
- Foster strong partnerships with community stakeholders and external health authorities (e.g., First Nations Health Authority, Northern Health) and funding agencies.
- Ensure compliance with provincial and federal health regulations, accreditation standards and professional guidelines.
- Guide development and implementation of policies, protocols and procedures that promote safe, effective and culturally respectful care.
- Identify staff training needs and support the development of individual learning plans to build professional capacity and skill.

- Cultivate a coaching and mentoring culture that empowers staff through feedback, capacity building and continuous improvement.
- Collaborate with other Tl'azt'en Nation departments to integrate health considerations into broader community-development strategies.
- Attend leadership meetings, contribute to strategic planning and ensure health programs align with the Nation's overall vision and goals.
- Perform other related duties as required or assigned by the Executive Director.

What You Bring

The ideal candidate is a grounded and capable health leader who brings both professional expertise and cultural awareness to their work. They combine strong clinical, administrative, and community-health experience with the ability to guide teams, manage complex programs, and uphold high standards of safety, accountability, and cultural respect—advancing a health system that truly reflects Tl'azt'en values and community priorities.

- Post-secondary education in health administration, public health, nursing, Indigenous health, social services, or a related field; an equivalent combination of education and experience is considered.
- 3–5+ years of leadership experience in community health, Indigenous health, or related sectors.
- Demonstrated experience designing, implementing, and evaluating health or wellness programs.
- Strong understanding of privacy, accreditation standards, public health requirements, and community-based health delivery.
- Proven ability to supervise, coach, and support multidisciplinary teams.
- Excellent communication, facilitation, and conflict-resolution skills.
- Familiarity with Dakelh culture is an asset.
- Experience managing budgets, funding agreements, proposals, and reporting.
- Proficiency with Microsoft Office and general digital tools used in health administration.
- Valid BC driver's licence and ability to travel as required.

Why Join Tl'azt'en Nation

Joining Tl'azt'en Nation means becoming part of a Nation rebuilding its systems, strengthening its people, and shaping its future with purpose and pride. This is more than a job; it's an opportunity to lead from the heart, contribute to lasting change, and help grow a workforce that reflects the strength, culture, and sovereignty of our Nation

- Be part of a growing, forward-looking Nation rooted in culture and community.
- Lead a team where your work directly supports Nation-building and staff empowerment.
- Competitive compensation and benefits package.

Location

This position is based at the Tl'azt'en Nation Administration Office in Tache, BC, with some travel to surrounding communities as needed.

How to Apply

Submit your cover letter and résumé to Associate Executive Director, Oliver Ray Oliver.Ray@tlazten.bc.ca with the subject line "Manager, Human Resources – Application."

We strongly encourage applications from Tl'azt'en members and Indigenous professionals who share our commitment to community, respect, and collective progress.