

Director, Health Insurance

Ministry of Health

Are you a knowledgeable and experienced leader who thrives in a program and policy-focused environment? Do you have a thorough understanding of the legislation and regulations impacting the health insurance sector? If you are a people-centred, equity-seeking leader who is committed to the growth and development of a highly skilled team, this Director opportunity may be the one for you!

The successful incumbent will provide strategic leadership, relationship management and direction to plan, manage, direct and monitor activities related to the Ontario Health Insurance Plan (OHIP). The Health Insurance Branch plans, manages, and directs programs and policy related to the Ontario Health Insurance Plan, including registration and eligibility for OHIP coverage, the Ontario health card, health benefits available outside of Ontario and outside of Canada, and the ministry's subrogation rights under the Plan. The Branch is also responsible for the Independent Health Facilities program as outlined under the Independent Health Facilities Act.

An effective leader in the Ontario Public Service (OPS) is responsible, innovative and collaborative. A responsible leader is someone who demonstrates authenticity, accountability and courage in how they interact with others. An individual who models ethical behaviour, and who is honest and capable of making difficult choices. An innovative leader is someone who leads with common purpose, embraces positive disruption, and has a future mindset. An individual who inspires others, values continuous learning and encourages development and integration. A collaborative leader focuses on helping others to grow, drives people-centred outcomes and promotes an environment of inclusivity. A leader who consistently works to confront bias and systemic barriers while understanding the importance of creating a more diverse and accessible workplace.

OPS commitment to diversity, inclusion, accessibility and anti-racism

The OPS is an innovative, responsive, and accountable public service that works hard to be diverse, anti-racist, inclusive, accessible, merit-based, respectful and equitable. Diversifying leadership teams is a top OPS priority with the goal to achieve parity with the Ontario labour force by 2025 for the most underrepresented groups (Indigenous, racialized and persons with disabilities) in leadership positions.

To advance this goal, the OPS is collecting socio-demographic information that will help to address potential barriers and achieve equity in hiring. You are requested to complete the voluntary survey and contribute to building a more diverse, anti-racist, inclusive and accessible OPS.

The OPS invites all interested individuals to apply and encourages applications from Indigenous and racialized individuals and persons with disabilities.

Visit the [OPS Anti-Racism Policy](https://www.ontario.ca/page/ontario-public-service-anti-racism-policy) < <https://www.ontario.ca/page/ontario-public-service-anti-racism-policy> > and the [OPS Diversity and Inclusion Blueprint](https://www.ontario.ca/page/ops-inclusion-diversity-blueprint) < <https://www.ontario.ca/page/ops-inclusion-diversity-blueprint> > pages to learn more about the OPS commitment to advancing racial equity, accessibility, diversity and inclusion in the public service.

The OPS offers employment accommodation across the recruitment process and all aspects of employment consistent with the requirements of Ontario's [Human Rights Code](http://www.ohrc.on.ca/en/ontario-human-rights-code) < <http://www.ohrc.on.ca/en/ontario-human-rights-code> >. Refer to the application instructions below if you require a disability-related accommodation.

What can I expect to do in this role?

The successful Director will lead the development of all legislation, regulations, policy and procedures with respect to OHIP eligibility. This individual will ensure policy and program integrity and accountability, while playing an integral role in ensuring regulatory compliance and supporting the negotiation and implementation of agreements.

How do I qualify?

Executive Leadership

- You have the ability to articulate and address current issues in the health care sector and public policy arena with knowledge and confidence
- You have experience leading and engaging professional teams, while creating a high-performing culture and investing in ongoing staff learning, development and growth

- You promote and foster an open, inclusive, equitable, anti-racist and accessible team environment
- You create strong leaders, enhance performance, build relationships and resolve issues
- You have credibility as an executive leader and instill confidence in senior government leaders, your teams and stakeholders

Policy and Program Development

- You have experience with the public policy development life cycle, and government decision-making processes specific to the broader health and/or insurance sector
- You understand primary health care models, policies, procedures and related legislation and regulations
- You have a demonstrated ability to lead integrated approaches to health care delivery programs, and related legislation, regulations and operating policies and procedures
- design and development built on a client-centric approach to serve Ontarians

Transformation and Change Management Leadership

- You understand, promote and apply the principles and practices of transformational change management to influence beneficial modernization strategies
- You expect your teams to seek out multiple and underrepresented perspectives to understand, and respond to, issues and achieve the best outcomes
- You identify areas of resistance and strategies to achieve desired outcomes

Stakeholder Relationship Management and Political Acuity

- You can nurture relationships with colleagues across government to integrate policy and collaborate with a diverse network of stakeholders
- You support your teams to lead consultations with stakeholders and other jurisdictions, to build consensus, and to achieve mutually supported agreements and solutions
- You have exceptional communication and briefing skills, which enable you to effectively provide strategic advice to senior officials
- You have excellent written, verbal, and presentation skills to communicate complex policy, regulatory and legislative issues to a wide audience of internal and external stakeholders
- You anticipate and recognize sensitive situations and their implications, and can provide appropriate advice to the Assistant Deputy Minister, Deputy Minister, Minister and other senior executives, as needed

Bonus info section:

- The OPS uses multiple methods to assess candidates for executive positions; these may include resume screening, interviews, assignments, psychometric assessments, simulations and reference checks.

Location: Kingston, Ontario

Salary: \$130,930 - \$176,820 Per Year

Job Term: Permanent

Please apply online, only, by **Friday, August 12, 2022**, by visiting <http://www.gojobs.gov.on.ca/Preview.aspx?Language=English&JobID=185159>. Please follow the instructions to submit your application.

If you require accommodation in order to participate in the recruitment process, please contact the Executive Recruitment Unit at careersexecutive@ontario.ca. Only those applicants selected for an interview will be contacted.

The Ontario Public Service is an inclusive employer. Accommodation will be provided in accordance with Ontario's *Human Rights Code*.

www.ontario.ca/careers