

Director River Point Centre



The Addictions Foundation of Manitoba (AFM) is a Crown agency that is committed to being a foundation of excellence in providing addictions services and supporting healthy behaviors. The AFM River Point Centre offers a number of substance abuse treatment services that can deal with severe to mild addiction issues.

Position Summary

Reporting to the Chief Executive Officer of AFM, the Director is responsible for the ongoing leadership, management, and administration of the entire River Point Centre and its programs. The successful incumbent will ensure that a client centered philosophy and treatment approach is maintained across all of the River Point Centre's programs and services. The Director is expected to be a champion of health care transformation and be responsive to broad system needs, including embracing and leading change that improves flow, and access and treatment options for Manitobans. Another key objective is to execute the Addictions Foundation of Manitoba's strategic priorities, and work within the organization's strategic plan in close consultation and communication with senior leadership. The Director has responsibility for approximately 80 staff, with 8 direct reports.

Key responsibilities include:

- HLS Provide strategic day to day leadership and direction to direct reports responsible for service delivery, ensuring well-trained, coached and evaluated staff to achieve the requirements of each position;
- HLS Able to respond to day to day operational needs including organizing teams to adapt to and respond to emergent and strategic priorities;
- HLS Oversee the preparation of annual budgets, schedule expenditures and analyze variances to ensure that unit program area budgets are managed in accordance with AFM budget guidelines;
- HLS Conduct human resources and administration duties;
- HLS Ensure that AFM requirements of client treatment planning and documentation are used and followed;
- HLS Commitment to working with the CEO's office, shared leadership and in cross-functional teams in a transparent and collaborative manner;
- HLS In collaboration with other senior leadership, will participate and in some cases, lead/chair regional and provincial committees to ensure standards and operations are consistent and quality assurance plans are implemented;
- HLS Ensure client and staff safety;
- HLS Champion community partnerships; and
- HLS Oversee the efficient and safe operation of facility management.

Selection Criteria

- HLS Master's Degree in a related social service discipline, or the experience equivalent;
- HLS Minimum 5-10 years of leadership experience in substance use and/or mental health treatment (an acceptable combination of education and experience may be considered);
- HLS Experience hiring, training, developing, supervising and appraising staff;
- HLS Extensive experience in implementing best practices for assessment and treatment of co-occurring mental health and substance use disorders;
- HLS Demonstrated experience in a management role with a proven ability to deliver and stay current with leading practices for delivering trauma informed, addiction recovery and client centered services;
- HLS Demonstrated experience in areas of management skills, i.e. program development, program evaluation, human resource management, and fiscal operations including developing and managing budgets;
- HLS A commitment to creating a culture of client service delivery in a continuous improvement and learning environment;
- HLS Possess excellent communication (both written and verbal) and interpersonal skills;
- HLS Demonstrated understanding of, and sensitivity to, working with culturally diverse populations;
- HLS Ability to communicate verbally and in writing in French is considered an asset;
- HLS Experience working in a unionized environment is considered an asset.

For more information regarding the role, please email Sonia at sonia@harrisleadership.com quoting project #19130.