

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:

- 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;
- Respond to operational needs including organizing teams to adapt to and respond to emergent and strategic priorities;
- 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;
- Ensure that AFM requirements of client treatment planning and documentation are used and followed;
- Work with the CEO's office, shared leadership and cross-functional teams in a transparent and collaborative manner;
- In collaboration with other senior leadership, participate and in some cases, lead/chair regional and provincial committees to ensure standards and operations are consistent and quality assurance plans are implemented;
- Conduct human resources and administration duties, including recruitment, retention and development;
- Build and maintain relationships with a variety of stakeholders in healthcare, social services and government;
- Champion community partnerships; and
- Oversee the efficient and safe operation of facility management, including client and staff safety.

Selection Criteria:

- Master's Degree in a related social service discipline, or the experience equivalent;
- Minimum 7+ years of leadership experience in substance use and/or mental health treatment (or acceptable combination of education and experience may be considered);
- 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;
- Extensive experience implementing best practices for assessment and treatment of co-occurring mental health and substance use disorders;
- Demonstrated experience in areas of management skills, i.e. program development, program evaluation, human resource management, and fiscal operations including developing and managing budgets;
- Experience hiring, training, developing, supervising and appraising staff;
- A commitment to creating a culture of client-centered service delivery in a continuous improvement environment;
- Excellent communication (both written and verbal) and interpersonal skills;
- Demonstrated understanding of, and sensitivity to, working with culturally diverse populations;
- Ability to communicate verbally and in writing in French is considered an asset; and
- Experience working in a unionized environment is considered an asset.

For more information and to apply in confidence, please email a resume and cover letter to jen@harrisleadership.com quoting project #30107.