

**Date:** October 21, 2024

**Job Title:** Assistant Deputy Minister, Mental Health and Addictions

**Department:** Housing, Addictions and Homelessness

**Location:** Winnipeg, Manitoba

**Classification:** Executive Manager 2 (EX2)

**Employment Type:** Regular/Full-Time

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## Position Overview

As a member of the department's executive management team, the Assistant Deputy Minister of Mental Health and Addictions is responsible for leading and managing the division, providing advice and support to the Deputy Minister, and contributing to achieving the goals and priorities of government by working collaboratively with other departments using a whole of government approach on key initiatives.

The Department of Housing, Addictions and Homelessness provides provincial leadership and oversight for supporting and building more social and affordable housing in Manitoba, and for mental health and addictions services throughout the province.

The Assistant Deputy Minister will provide executive leadership and direction to the delivery of mental health and addiction programs and services with a particular focus on alignment with the department's mandate to end chronic homelessness and improving outcomes for Manitobans disproportionately impacted by addictions, including substance-related harms, and mental illness. This includes an emphasis on developing Indigenous-led, culturally based services with the goal of achieving gains in the health of Indigenous peoples and reducing disparities among their communities.

The Assistant Deputy Minister will be accountable for strategic long-term planning, governance and evaluation of outcomes and performance, and system to the needs of clients.

### The Assistant Deputy Minister, Mental Health and Addictions will be:

- Establishing and committing to the shared vision, mandate and core values set out for the Department and for translating these into measurable objectives and values within their division
- Defining the core business and strategic direction of the division
- Fostering an organizational environment that enables and supports development of teams, partnerships and alliances where creativity, innovation, inter divisional collaboration and effective working relationships lead to employee engagement, inclusion and a respectful workplace
- Understanding and adopting the Truth and Reconciliation Commissions of Canada Principles, Manitoba Path to Reconciliation Act and the Accessibility for Manitobans Act

### Key Responsibilities:

- Build a respectful workplace culture that promotes diversity, learning and continuous improvement. Coach and mentor the management team and support individual and team development.
- Lead the development of strategic objectives, financial and business plans and operating principles for the division that are consistent with government direction, department goals and public expectations; evaluate outcomes

and ensure all legal and reporting requirements are met.

- Direct the management of the human and financial resources of the division to deliver on operational and strategic mandates, ensuring the appropriate allocation of resources to maximize efficiency. Monitor and control expenditures and develops plans for future human and financial resource needs.
- Develop relationships with internal, cross-department and external stakeholders; lead cross-department and corporate initiatives; represent the interests of the Department in federal, provincial and territorial initiatives and discussions.
- Support the Deputy Minister by providing strategic options, comprehensive policy advice and recommendations using internal and external expertise. Provide briefings and advice to the Minister and Cabinet.
- Standardize and monitor the quality and delivery of evidence-based core mental health and addictions services across the province to provide a better and more consistent patient experience
- Create common performance indicators, data standards and other decision-support tools to support decision-making and measure performance

## Skills, Knowledge and Abilities

**You will be a progressive and collaborative leader who can effectively lead the Mental Health and Addictions Division to achieve its mandate and foster a positive organizational culture.**

**You will demonstrate the following selection criteria:**

- *Leadership experience in health and/or social services policy, program development and/or service delivery*
- *Experience building relationships with Indigenous people and implementing the principles of reconciliation*
- *Strong relationship building skills and experience working collaboratively and effectively with other agencies, community stakeholders and organizations, government agencies and corporate sponsors*
- *Proven ability as a leader with a commitment to create, support and sustain a diverse environment that enables staff to achieve results and to develop and build organizational capacity for the future*
- *Senior management experience with responsibility for significant human and financial resources, and experience translating strategic priorities into clear operational and business plans and delivering results*
- *Strong verbal and written communication skills with experience managing complex, high-level internal and external stakeholder relationships*
- *Excellent political acumen demonstrated through experience providing strategic advice to senior leaders on complex topics and sensitive issues*
- *Demonstrated ability to deal with ambiguity, leverage opportunities for innovation, find creative solutions to issues, and successfully manage change*
- *Demonstrated resilience and the ability to respond to challenge in a professional, inclusive and constructive manner*
- *Strong financial acumen with experience in budgeting and financial management*
- *Experience providing leadership and direction in the design and implementation of legislation, policies, programs and evaluation*

- *Experience building and leading cross-functional and inter-disciplinary teams and/or partnerships*

## Division Overview

**Under the direction of the Assistant Deputy Minister, the Mental Health and Addictions Division is responsible for:**

- Providing provincial policy development, planning and advice in the areas of prevention, early intervention, treatment and continuing care related to mental health, harm reduction, addictions, and recovery.
- Engaging with internal and external stakeholders to determine the most effective way to deliver quality mental health and addiction services
- Working in partnership to develop responses to mental health and addictions needs
- Partnering with and engaging Indigenous stakeholders to develop culturally appropriate mental health and addictions supports.
- Engaging and commissioning community services to deliver a continuum of services
- Leading, alongside other system partners, the delivery of mental health services for adults and children with a focus on youth, Indigenous and 2SLGBTQIA+ communities.
- Building and monitoring proper inter-operative information and communications technology and decision-support tools to assist with decision-making and funding

## About the Government of Manitoba

The Manitoba government offers rewarding careers to its employees who deliver hundreds of programs and services to the public. The government has a wide variety of departments, reflecting over 700 different types of jobs, located in communities across the province.

We are an employer that has a commitment to integrity, respect, diversity, inclusion and advancing reconciliation. The Manitoba government has a committed, caring and creative workforce that is passionate about contributing to and improving services to our communities and the lives of Manitobans.

## Transforming the Manitoba Public Service

It is an exciting time to be a public servant in Manitoba. We are in a period of profound technological, environmental, and socioeconomic change that compels us to evaluate the nature of our work and the essence of our culture.

[Transforming Manitoba Public Service: A Strategy for Action](#) was designed to help the public service move forward in a unified way. Created as a long-term strategy to modernize the public service, it guides the transformation of both the work and the culture of the Manitoba public service.

As part of the senior management team, you will be a leader in creating the conditions necessary to foster a public sector culture for the future.

## About Manitoba

The province of Manitoba is home to over 1.3 million people who have a well-deserved reputation for being among the friendliest in Canada. No matter what your interests are, Manitoba offers everything from Polar Bear expeditions to gallery tours.

Our capital city, Winnipeg, has a population of over 700,000 and is located at the geographic centre of North America. Home to the world renowned Royal Winnipeg Ballet, the Canadian Museum for Human Rights and the NHL's Winnipeg Jets, Winnipeg is one of Canada's most historic and beautiful cities. Offering you four distinct seasons and the highest number of sunlight hours in Canada, you are guaranteed to find the life you're looking for in Manitoba.

Come see for yourself!

