

# Memo

**To** All Staff  
**From** Deputy Minister, Health Seniors and Active Living  
**Date** December 9, 2019  
**Subject** **Call for Expressions of Interest – Temporary Assignment to Wave Two Transformation**

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The Health System Transformation Program has been established to coordinate and manage the integration of all health transformation initiatives in the province. Over the coming months, the skills and talents of employees from across the province will be required to support work on a variety of transformation projects and priority initiatives.

The Transformation Leadership Team is committed to harnessing the talent of staff from across our province. Health system staff from regional health authorities and provincial organizations are being recruited for temporary assignment to a number of different roles within the Transformation Management Office.

Staff in rural and northern areas of the province are strongly encouraged to participate. Staff may work remotely and are not required to relocate though they may need to travel on occasion.

The Transformation Program is looking for individuals who are:

- Employed with one of Manitoba's Regional Health Authorities (Northern Regional Health Authority, Southern Health-Santé Sud, Prairie Mountain Health, Interlake-Eastern Regional Health Authority, Winnipeg Regional Health Authority), Shared Health, CancerCare Manitoba, Addictions Foundation of Manitoba, and Manitoba Health, Seniors and Active Living, as well as non-devolved facilities within these organizations
- Interested in making a valuable contribution to initiatives that will improve the quality, efficiency, and effectiveness of a sustainable health system
- Comfortable working remotely using electronic communication methods such as MBTelehealth

- Interested in working in a fast-paced and deadline oriented project team environment
- Adaptable and flexible

Submissions are confidential and staff are not required to seek their manager's approval prior to submission. Submissions will be assessed for the required skills and experience. Individuals will be identified as appropriate for a particular role or skillset and will be contacted directly to confirm interest in a role with the Transformation Management Office. The TMO will then contact the employer organization to request that the applicant be temporarily assigned to work with the TMO.

The Transformation Program will be recruiting for numerous types of roles and skillsets, including but not limited to the following:

**Clinical Subject Matter Experts and Clinical Educators.** Clinical subject matter experts with operational and leadership experience in rural or remote clinical care settings; knowledge of site and regional processes, clinical operations management, and challenges/experience with delivering health care in both central and rural Manitoba. Previous experience in designing or innovating new methods for service delivery is an asset. Educators who can create educational content and material, develop provincial standards for education and training, and support the training processes.

In particular:

- Subject matter expert in **Home Care** policy, practice, standards and operations as a member of a larger project team. Preference for experience in rural home care delivery. Must be a creative and innovative thinker with knowledge of the challenges in home care delivery.
- Subject matter expert in **Long Term Care/Personal Care Home** programs and services and/or housing with supports and strong understanding and experience with CIHI reporting and metrics relating to LTC/PCH.
- **Quality and Accreditation Leads** with experience in leading accreditation at a regional scale. Advanced knowledge of Accreditation Canada processes and standards, experience with lab and diagnostic accreditation service providers and processes, or expertise in LTC/PCH accreditation processes in both publicly and privately funded facilities.
- **Provincial Clinical Network Leads** with proven ability to lead dynamic teams, embrace best practices and transform processes to enable exceptional care delivery in collaborative environments, experience in delivering improved outcomes within complex systems, and expertise in one of the following areas preferred: Primary and Community Care, Women and Child Health, Rehabilitation and Healthy Aging, Mental Health and Addictions, Emergency/Acute Medicine/Intensive Care, Surgery and Anesthesia, Trauma, Neurosciences, Cardiovascular, Chronic and Complex Medicine or Cancer and Palliative Care.

- **Analysts.** Business, data, system, quality or process analysts are required to participate in project teams. Analysts facilitate workshops with leadership from across the healthcare system, translate needs/issues from stakeholders into documented requirements for change, synthesize information for sharing, redesign processes, and transform information and processes into easy to understand models.  
People currently in roles such as **Administrative or Program Director/Manager, Clinical Informatics; Quality/Process Improvement; Health Information Services; Policy Analyst, Business Case Developer, Research & Evaluation, and Clinical Service Leader** are some examples of good candidates and are likely utilizing these skills already within their profession.
- **Project Managers and Coordinators.** Ability to lead dynamic teams in a fast-paced environment. Project Managers have the responsibility for planning, procurement and execution of a project within Transformation. The Project Manager develops plans and schedules and monitors the progress of the work and the tasks of various team participants. Projects are delivered in a structured manner that reduces the risk of overall failure, maximizes benefits, and minimizes costs.
- **Administrative Assistants.** Administrative support for the TMO in general and to support the rollout of Manitoba's Clinical and Preventive Services Plan. Expert SharePoint knowledge and experience in document management is an asset.

If you are interested in being part of these transformative changes, please submit your completed Expression of Interest (EOI) form along with your resume to [healthtransformation@gov.mb.ca](mailto:healthtransformation@gov.mb.ca) by **December 30, 2019**. We will continue to accept and review EOIs for consideration throughout the course of the Transformation Program, but this date will be used as a target for the first review of submissions.

Candidates who have already submitted an EOI in response to a previous call are asked to resubmit their application and resume for consideration should they wish to remain a candidate.

For more information about Manitoba's Health System Transformation, please visit <http://www.gov.mb.ca/health/hst/index.html>.

## Transformation Program - Expression of Interest for TMO Resources

<b>Name:</b>	<b>Employer:</b>
<b>Role:</b>	<b>Department:</b>
<b>Phone (day time):</b>	<b>Direct Supervisor:</b>
<b>Email:</b>	
<b>Why are you interested in working with the MHSAL Transformation Program?</b>	
<b>Key skills (bullet form):</b>	
<b>Key areas of knowledge (bullet form):</b>	

Submit this EOI along with your resume to: [healthtransformation@gov.mb.ca](mailto:healthtransformation@gov.mb.ca) by December 30, 2019  
with "Expression of Interest" in the subject line.