



Aboriginal Housing Management Association  
*Over 25 years of Indigenous housing expertise.*

## JOB POSTING – HEALTH POLICY ANALYST

October 1, 2024

**Please submit your application to:**  
[chayward@ahma-bc.org](mailto:chayward@ahma-bc.org)

*This posting will remain open until the position is filled.*

We thank all applicants for submitting their application; however, only those candidates who clearly indicate in their application how they meet the qualifications for this position will be considered. Please note that a criminal record check may be performed as part of the final selection process.

### About AHMA

Located on the Skwxwú7mesh (Squamish) Nation Territory in West Vancouver, BC, the Aboriginal Housing Management Association (AHMA) has over 25 years of expertise in advancing housing rights for Indigenous Peoples. We are Canada's first For Indigenous, By Indigenous housing authority. AHMA members manage over 95% of all Indigenous housing units located off-reserve in BC and AHMA administers funds for almost 10,000 Indigenous individuals and families living in urban, rural, and northern parts of the province. We also advocate broadly for Indigenous housing, provide operational guidance, conduct research, support asset management, and much more.

**To learn more about AHMA and what we do, please visit our website at:**  
[www.ahma-bc.org](http://www.ahma-bc.org)

### Overview:

Ha7lh skwáyel– Squamish for "Good morning/afternoon."

The Health Policy Analyst supports AHMA housing providers through the integration of community health services by advancing relationships with health authorities, and other system stakeholders. This may include education and program initiatives that link AHMA members to resources and supports across the health system, to serve to overcome systemic challenges, promote responsiveness across the system of care to address community needs, and equipping communities to care for themselves.

(see full job description below)

### Location and Salary:

This is a fulltime permanent position, with remote work based in the province of British Columbia or a hybrid office-based position in West Vancouver. Some provincial travel may be required.

Salary: \$65,000 - \$75,000

### Who we are looking for:

#### Education & Experience

- Post-secondary education in Public Health, Nursing, Public Policy, and/or Public Administration or related discipline
- Minimum of 2 years of experience in the relevant area of policy or program development
- Experience working within an Indigenous community
- Strong understanding of Indigenous health systems and issues
- Ability to travel throughout BC and Valid BC driver's license required and reliable vehicle

For more information about the key responsibilities of this position, as well as the knowledge and skills required, please see below.  
*(A combination of education and experience may be taken into consideration.)*

### Critical Success Factor:

The core of our business is serving Indigenous communities; therefore, a critical success factor for any person who joins the AHMA team is to have an in-depth understanding of Indigenous people and culture, preferably with strong British Columbia connections.

Team members are expected to have gained this understanding through lived experiences, whether it is from being of Indigenous ancestry or working closely with Indigenous communities. Preference will be given to applicants of Indigenous ancestry as per Section 41 of the BC Human Rights Code (self-identify).

Chet kw'enmantumiyap – Squamish for "We are thankful to you all."



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## **ROLE DESCRIPTION:**

Aboriginal Housing Management Association is responsible for the management of a full range of services for non-profit housing projects and programs under various agreements with the Aboriginal Housing Providers located throughout Province of BC. Services include providing instruction and direction in; property management, client support and health and homelessness programs, financial sustainability and capacity-building, governance, rent calculation, replacement reserve and capital planning, and tenant and maintenance management.

Key to the success of Provider groups is their ability to govern effectively, build capacity and undertake operations in a manner that promotes and sustains safe, secure, affordable housing in healthy communities. The Health Policy Analyst supports AHMA housing providers through the integration of community health services by advancing relationships with health authorities, and other system stakeholders. This may include education and program initiatives that link AHMA members to resources and supports across the health system, to serve to overcome systemic challenges, promote responsiveness across the system of care to address community needs, and equipping communities to care for themselves.

## **KEY RESPONSIBILITIES:**

- Interacts with and supports housing providers by applying understanding and knowledge of health policy through an equity lens, including disabilities and mental health
- Builds relationships facilitating linkages between all levels government, including BC Housing, regional health authorities, and First Nations Health Authority (FNHA)
- Provides access to effective by identifying and securing resources and partnership opportunities for housing providers to better integrate health supports
- Integrates the knowledge of health equity, and public health approaches from the experiences of the housing providers, AHMA project managers, the health system, and the work of other local, provincial, and national agencies working in the field of harm reduction.
- Participates in policy analysis and research projects that advance health equity
- Gathers information and analysis from housing providers, policy, and research as well as other external stakeholders regarding structural challenges, opportunities, successes in health equity in Indigenous lives
- Maintains and develops relationships with regional health authorities to coordinate and improve health equity approaches and responsiveness to housing providers and their communities.
- Works with the AHMA team to identify challenges, barriers, gaps, opportunities, successes, best practices that address Indigenous access to culturally safe and conventional approaches to health services.
- Prepares letters, reports, briefing notes, position papers as required and
- Participates on committees, government tables and working groups as directed



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- Identifies, creates access to, and facilitates opportunities for the development of, resources for the housing providers to support culture-based knowledge, practices, and initiatives related to health equity

### **EDUCATION & EXPERIENCE:**

- Post-secondary education in Public Health, Nursing, Public Policy, and/or Public Administration or related discipline
- Minimum of 2 years of experience in the relevant area of policy or program development
- Experience working within an Indigenous community
- Strong understanding of Indigenous health systems and issues
- Ability to travel throughout BC and Valid BC driver's license required and reliable vehicle

### **KNOWLEDGE, SKILLS & ABILITIES:**

- Good interpersonal skills; must display tact and diplomacy
- Excellent written and oral communication skills
- Ability to guide and train others patiently and effectively
- Demonstrated strong analytical and problem-solving skills
- Ability to make sound decisions based on an analysis of a range of issues and problems.
- Ability to summarize and explain complex policy, program information and funding requirements
- Ability to organize, coordinate and administer diverse community health projects and programs
- Good knowledge of Indigenous health systems and practices, programs, barriers, challenges, and opportunities
- Ability to investigate and solve problems creatively and within established regulations
- Demonstrated initiative and ability to work independently with limited supervision
- Demonstrated ability to organize work and priorities and to maintain multiple priorities simultaneously.

*Please note: AHMA may modify your duties and responsibilities subject to its operational requirements, and such modifications will not constitute a breach of the terms of your employment agreement.*

### **CRITICAL SUCCESS FACTOR:**

The core of our business is serving the Indigenous community; therefore, a critical success factor for any person who joins the AHMA team is to have an in-depth understanding of Indigenous people and culture, preferably with strong British Columbia connections. Team members are expected to have gained this understanding through lived experiences, whether it is from being of Indigenous ancestry or working closely with Indigenous communities. When hiring, preference will be given to candidates who are of Indigenous ancestry.