

New

Ministry

Describe: Basic Job Details**Position**

Position ID

Position Name (200 character maximum)

Requested Class

Job Focus

Supervisory Level

Agency (ministry) code

Cost Centre

Program Code: (enter if required)

Employee

Employee Name (or Vacant)

Organizational Structure

Division, Branch/Unit

 Current organizational chart attached?

Supervisor's Position ID

Supervisor's Position Name (30 characters)

Supervisor's Current Class

Design: Identify Job Duties and Value**Job Purpose and Organizational Context**

Why the job exists:

Are you a strategic thinker with a passion for driving transformative innovation in health care? We are seeking a dynamic and experienced Program Services 4 professional to lead strategic system-level initiatives that advance transformative health system innovation across the province. You will serve as a key liaison between government, healthcare providers, industry, and academic institutions to foster partnerships and a culture of collaborative innovation to improve health system performance and patient outcomes.

Why Join Us?

- Be at the forefront of shaping the future of health system innovation.
- Collaborate with leaders across sectors including government, clinical networks, industry, and research institutions.
- Contribute to meaningful, system-wide transformation that improves lives.

Responsibilities

Job outcomes (4-6 core results), and for each outcome, 4-6 corresponding activities:

Key Responsibilities

- **Strategic Engagement:** Build and maintain relationships with health system leaders, clinical networks, academic researchers and industry partners to identify opportunities for cross-sector collaboration and innovation for transformative change.
- **Advance System-Level Health Innovation:** Champion an enhanced culture of coordinated and collaborative innovation across the health ecosystem, and co-design and implement innovation support platforms that accelerate the development, adoption, and scaling of health solutions.
- **Facilitate Public/Private/Non-Profit Partnerships:** Build, evaluate, and evolve cross-sector partnerships that align shared innovation goals and resources that support sustainable health system transformation.
- **Reporting & Analysis:** Support strategic planning and prepare briefings, performance reports, and strategic recommendations for senior leadership and government officials.

Core Duties

- Track, analyze and summarize trends in health technologies, health system gaps, and industry developments to inform innovation strategies and program design.
- Maintain ongoing communication with key stakeholders such as health leaders, industry, and academia to gather feedback and identify system needs and potential solutions.
- Review and assess proposals to support innovation opportunities aligned with ministry priorities and cross-sector collaboration.
- Monitor policy and regulatory updates, preparing briefing notes on potential impacts to health system innovation and technology adoption.
- Prepare clear briefing materials that address stakeholder concerns, outline risks, propose solutions, and recommend actions for senior leadership.

Problem Solving

Typical problems solved:

System-Level Innovation Challenges

- Fragmentation across the innovation support system, siloed initiatives and lack of coordination between innovation efforts.
- Cultural or institutional reluctance to adopt new models of innovation or technologies.
- Difficulty moving from pilot projects to system-wide implementation leading to a scalability gap.

Strategic Engagement Challenges:

- Conflicting priorities or values between government, health system leaders, researchers, and industry partners.
- Difficulty maintaining momentum among stakeholders due to engagement fatigue.

Challenges to partnership development including:

- Difficulty aligning timelines, budgets, or strategic goals between partners.

- IP and data sharing concerns, as well as privacy, and use of jointly developed innovations.
- Ensuring long-term partnerships that rely on short-term funding or lack long-term governance structures.

Types of guidance available for problem solving:

- Access a wide range of global and national health system innovation frameworks, case studies, and partnership models from leading jurisdictions such as the UK's NHS, Australia's Health Innovation Hubs, and Canadian provincial exemplars that can be adapted to Alberta's context.
- By building and leveraging strong cross-sector relationships with academic institutions, industry leaders, non-profit organizations, and patient advocacy groups you will gain diverse insights to solutions to complex system challenges.
- You will receive strategic guidance from senior managers and directors on government priorities, desired outcomes, and risk mitigation strategies to ensure alignment and informed decision-making.

Direct or indirect impacts of decisions:

Direct impacts include:

- Improving health system performance by facilitating the evaluation and adoption of innovative models and technologies that reduce wait times, improve access to care, and optimize resource use.
- Shaping partnerships innovation support platforms and funding models that enhance long-term system transformation.
- Informing evidence-based policy through research, analysis, and stakeholder engagement.

Indirect impacts include:

- A stronger shift in culture towards innovation and continuous improvement in the health system
- Enhancing Alberta's reputation as a leader in health innovation leading to talent and investment attraction.
- Social and economic value by fostering an environment where health innovations lead to better care and more sustainable care as well as contributes to economic development by enabling commercialization of health technologies developed in Alberta.

Key Relationships

Major stakeholders and purpose of interactions:

To support strategic initiatives, foster collaboration, and ensure program success, you will engage with a broad network of internal and external stakeholders.

Internal

- Team Staff - Ongoing - Guide junior staff in research, analysis, and implementation; delegate tasks and ensure quality control; and foster professional development.
- Innovation and Strategy Unit Manager - Daily - Receive direction; exchange information; resolve issues; and coordinate timelines;; and deliverables.
- Innovation and Strategy Unit Director - Daily to Weekly - Provide briefings; strategic recommendations; and updates on partnership and program performance.

External

- The four health ministries and associated agencies to align efforts across departments that support integrated system-level change;

- Other innovation focused government departments and their agencies;
- Other levels of government;
- Post-secondary institutions;
- Private industry, from local startups to multinational companies;
- Health Research Ecosystem Partners
- Non-profits;
- National and international innovation networks; and
- Patients, Indigenous health leaders and community-based organizations.

Required Education, Experience and Technical Competencies

Education Level	Focus/Major	2nd Major/Minor if applicable	Designation
Bachelor's Degree (4 year)	Business	Public Administration	Other

If other, specify:

Certification by or enrollment in a professional procurement organization would be considerate an asset

Job-specific experience, technical competencies, certification and/or training:

- Bachelor's or Master's degree in health administration, public health, or business combined with experience in health innovation, policy, or systems transformation. Interdisciplinary education or dual degrees (e.g., MPH/MBA) would be especially valuable. Or a Graduate degree in a related field with a minimum 5 -7 years of progressive experience in health innovation, program development, or strategic partnerships.
- Strong understanding of health system innovation, including the cultural, structural, financial, and policy dynamics that influence the adoption, spread, and scale of innovations within health care systems.
- Strong understanding of the health innovation landscape in Alberta, including startups, accelerators, research institutions, and funding organizations that support the development and implementation of health solutions.
- Demonstrated research expertise in health innovation, with a focus on emerging technologies, evolving care delivery models, innovation support ecosystems, and associated funding models.
- Proven ability to integrate insights from diverse sectors (e.g., tech, social sciences) to anticipate complex, interconnected challenges in health care and translate them into potential solutions and actionable approaches.
- Excellent communication, project management, facilitation, and relationship-building skills. Proven ability to lead complex, multi-stakeholder initiatives.
- Advanced writing skills for the development of briefing notes, strategic plans, reports, and stakeholder communications tailored to varied audiences.

Behavioral Competencies

Pick 4-5 representative behavioral competencies and their level.

Competency	Level					Level Definition	Examples of how this level best represents the job
	A	B	C	D	E		
Systems Thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	Integrates broader context into planning: • Plans for how current	This role operates at the intersection of health system transformation,

		<p>situation is affected by broader trends</p> <ul style="list-style-type: none"> • Integrates issues, political environment and risks when considering possible actions • Supports organization vision and goals through strategy • Addresses behaviours that challenge progress 	<p>innovation strategy, and multi-sector collaboration.</p> <p>While leading the development of a new health innovation support platform, the individual analyzes emerging trends in health care technologies (e.g., AI diagnostics, virtual care models) and integrates these insights into the platform’s design to ensure long-term relevance and adaptability.</p> <p>Before initiating a cross-sector partnership with a private tech firm, the individual evaluates current government priorities, potential regulatory changes, and public sentiment around industry partnerships. They adjust the engagement strategy to align with policy directions and mitigate reputational risks</p>
<p>Creative Problem Solving</p>	<p>○ ○ ○ ● ○</p>	<p>Works in open teams to share ideas and process issues:</p> <ul style="list-style-type: none"> • Uses wide range of techniques to break down problems • Allows others to think creatively and voice ideas • Brings the right people together to solve issues • Identifies new solutions for the organization 	<p>This competency is important for fostering a culture of collaboration and innovation, especially in complex, multi-stakeholder environments like health systems.</p> <p>During the co-design of an innovation support platform, the individual hosts inclusive workshops with clinicians, patients, and tech partners, encouraging diverse perspectives and fostering a psychologically safe environment for ideation and experimentation.</p> <p>By analyzing feedback</p>

			from academic researchers and industry partners, the individual identifies an opportunity to pilot an innovation sandbox that accelerates research-to-practice translation, aligning with the Ministry's innovation goals.
Agility	○ ○ ○ ● ○	Proactively incorporates change into processes: <ul style="list-style-type: none"> • Creates opportunities for improvement • Is aware of and adapts to changing priorities • Remains objective under pressure and supports others to manage their emotions • Proactively explains impact of change on roles, and integrates change in existing work • Readily adapts plans and practices 	<p>This competency is essential for navigating the dynamic nature of health system transformation and fostering resilience and agility across teams.</p> <p>When a sudden shift in government health policy occurs, the individual quickly pivots strategic priorities to align with the new direction, engaging relevant partners and reallocating resources to support emerging initiatives.</p> <p>As part of implementing a new cross-sector collaboration model, the individual leads change management sessions with internal teams and external partners, clarifying how roles will evolve and embedding new workflows into existing operational structures.</p>
Build Collaborative Environments	○ ○ ○ ● ○	Involves a wide group of stakeholders when working on outcomes: <ul style="list-style-type: none"> • Involves stakeholders and shares resources • Positively resolves conflict through coaching and facilitated discussion • Uses enthusiasm to motivate and guide others • Acknowledges and works with diverse perspectives for achieving outcomes 	<p>This competency helps build trust, foster collaboration, and achieve meaningful, system-level change in complex health environments.</p> <p>While leading a system-wide innovation challenge, the individual energizes participants by highlighting the potential impact on patient care</p>

			<p>and system sustainability. Their passion for transformation inspires cross-functional teams to contribute ideas and commit to rapid prototyping and implementation.</p> <p>In developing a strategy to improve health care through innovation, the individual actively seeks input from under served populations, rural clinicians, and community-based organizations. They integrate these perspectives into the final plan, ensuring culturally safe and contextually relevant solutions.</p>
--	--	--	--