



POSITION DESCRIPTION

Position Title: Manager, Professional Practice & Support

Position Category: Employee, full-time (1.0 FTE)

Work Arrangement: Hybrid in Vancouver or Victoria Office, or Remote in BC

Department: Quality Practice

Territorial Acknowledgement

The offices of the College of Health and Care Professionals of British Columbia (CHCPBC) are located on the ancestral and unceded territories of the Coast Salish Peoples — specifically, the xʷməθkʷəy̓əm (Musqueam), Sk̓w̓x̓wú7mesh (Squamish) and səliłwətał (Tsleil-Waututh) Nations — the ləkʷəŋən (Lekwungen) Peoples — represented today by the Songhees and xʷsepsəm (Esquimalt) Nations — and the WSÁNEĆ (Saanich) Peoples — including the BOKKÉĆEN (Pauquachin), STÁ,UTW (Tsawout), WJOLÉLP (Tsartlip), and WSÍKEM (Tseycum) Nations.

Position Summary

The Manager of Professional Practice & Support at the College of Health and Care Professionals of British Columbia (CHCPBC) leads the Practice Advisor team and take initiatives to assist licensees in understanding, applying and upholding professional standards. This role involves supporting Practice Advisors in managing the day-to-day Practice Support program. It also includes developing practice resources for licensees and delivering regulatory-focused educational opportunities. Additionally, the role supports and collaborates with the Professional and Quality Practice Program and CHCPBC's other regulatory streams on profession-specific regulatory requirements for the nine professions regulated by the College.

It is essential for all College staff to contribute to a team approach with a public protection focus, delivering efficient services that align with and allow the College to meet its regulatory, strategic, and operational goals.

Supervisory & Reporting Responsibilities/Relationships

Reports to: Director, Quality Practice

Direct supervision: Practice Advisors, designated Quality Practice support staff.



Duties & Responsibilities

1. Provides operational and people leadership to the Practice Advisors and the Professional Practice & Support Program Coordinator, liaising with Quality Practice leadership and Human Resources as needed.
2. Communicates organizational priorities, updates, and key messages to direct reports.
3. Provides strategic advice on professional practice issues within the context of the public interest.
4. Monitors health care trends, assesses their implications for professional practice and related policy, and develops plans to address emerging impacts.
5. Collaborates with the RTA on practice advice policies and procedures that support consistent delivery of practice advice services across the regulated professions.
6. Maintains knowledge of relevant legislation, bylaws, standards, and regulatory requirements affecting the public and the professions regulated by the College, and contributes to website content, licensee newsletters, and other communications.
7. Leads the development and maintenance of practice resources to support licensees in understanding and applying the regulatory framework.
8. Initiates and oversees projects that support the evolution and advancement of quality care and high standards of professional practice.
9. Oversees the onboarding and orientation of Practice Advisors.
10. Oversees requests from external partners for Practice Advisor speakers or representatives and collaborates with the RTA to ensure appropriate Quality Practice team members are involved in presentations and engagements.
11. Collaborates with the Manager, Quality Assurance as needed to support the strategic goals and priorities of Quality Practice.
12. Contributes to strategic and other College-wide planning processes.
13. Collaborates with healthcare professionals, educational institutions, and industry partners to promote safe, ethical and effective practice across various health disciplines in British Columbia.

Qualifications/Skills

1. At least three to five years' experience in a people management role with demonstrated ability to effectively manage teams; and a minimum of five years practice experience in health care delivery.
2. Graduate degree in health policy, health services research, public administration, law or other related fields is an asset.
3. Knowledge of the professions regulated by the College, professional trends, Health Professions and Occupations Act, Ethics and Practice Standards, Bylaws, and other related legislation.
4. Excellent communication skills both written and verbal.
5. Demonstrated ability to manage performance, provide feedback and coaching.
6. Demonstrated ability to manage multiple priorities, manage time and meet required deadlines.
7. Sound analysis, judgment and decision-making skills
8. Collaborative spirit with a passion for fostering regulatory excellence.



9. Commitment to ongoing learning related to Indigenous cultural safety and humility.
10. Demonstrated understanding of diversity, inclusion, cultural safety, and humility.
11. Awareness of and commitment to reconciliation, anti-discrimination, and addressing Indigenous-specific racism in the healthcare system.
12. Awareness of the Health Professions and Occupations Act and its application to CHCPBC's work is an asset.

Salary & Benefits

1. The full-time compensation for this position is \$113,760 - \$142,200 annually based on a 37.5-hour work week.
2. The starting salary will be determined based on factors such as the successful candidate's job-related knowledge, skills, experience; salaries of other employees in the same salary range; market conditions and other relevant factors.
3. The College provides competitive compensation, an attractive paid-time off package including annual vacation and personal days, as well as a pension benefit.
4. We have a flexible work environment that includes a hybrid/remote work model with an assigned schedule. We offer opportunities for personal and professional growth; provide flexibility; strive for work-life balance; and provide an excellent and dynamic work environment where innovation, teamwork and creativity are highly valued.

Our Commitment to Diversity and Inclusion

The College deeply values and celebrates diversity and is committed to creating an inclusive, welcoming, and respectful work environment where employees with diverse backgrounds, identities, skills, and lived experiences are recognized, supported, and empowered to thrive. We are committed to fostering a culture of belonging, advancing equity, and addressing systemic barriers in the workplace and the healthcare system.