ᓄᓇᕗᒻᒥ ᐃᓚᖏᑦ ᐃᓕᓴᕐᓂᐊᓕᖅᑐᑦ ᑲᑎᒪᔨᖅ
RÉGIE RÉGIONALE DE LA SANTÉ ET DES SERVICES SOCIAUX DU NUNAVIK
NUNAVIK REGIONAL BOARD OF HEALTH AND SOCIAL SERVICES

*The **Nunavik Regional Board of Health and Social Services** (NRBHSS), established under the James Bay and Northern Quebec Agreement (Chapter 15) and the Act respecting health services and social services, covers the entire territory north of the 55th parallel. Its mission is to adapt health and social services programs to the needs of the population and the realities of the region, and to ensure the efficient organization of resources available to the Nunavik region.*

The Regional Board wishes to fill the following temporary assignment:

Planning, Programming and Research Officer
Support for northern villages in the establishment and delivery of first responder services
Posting 2026-107

MANAGEMENT AND SERVICE: PLANNING AND PROGRAMMING DEPARTMENT, #41008 PRE-HOSPITAL SERVICES

DESCRIPTION

Under the authority of the Coordinator of Medical Affairs and Physical Health, the incumbent contributes to the development and support of first responder services provided in the region's northern villages. In this role, the incumbent works closely with communities to support the maintenance and enhancement of these essential services.

The incumbent plays a key role in liaison activities, community development, and stakeholder engagement. They establish and maintain trusting relationships with northern villages, regional partners, and government authorities. They support communities in identifying their needs, mobilizing stakeholders, and implementing innovative, practical, and sustainable solutions to address challenges related to the delivery of first responder services.

This assignment requires strong communication, negotiation, group facilitation, and problem-solving skills, as well as a demonstrated ability to build consensus and manage complex issues within a collaborative environment. The incumbent also provides advisory support to northern villages to strengthen their organizational capacity and promote best practices in governance, human resources management, and service development.

In addition, they carry out various mandates within the pre-hospital care team and act as a resource person for Regional Board departments and regional partners. Through their expertise and involvement, they contribute to improving service coordination, community engagement, and continuity of care throughout Nunavik.

Your responsibilities also include:

- Collaborating in the development of tools required to implement strategic directions, preparing reports on achievements, and participating in the systematic analysis of results;
- Establishing and maintaining partnerships with various stakeholders;
- Supporting northern villages in implementing activities related to pre-hospital services;
- Collaborating with team members and other departments;
- Performing any other related duties as assigned by the immediate supervisor.

REQUIREMENTS

- Must hold a bachelor's degree in a relevant field such as administration, social sciences, or human sciences;
- Relevant work experience in Northern regions is considered an asset;
- Experience in developing, maintaining, and coordinating partnerships in an intercultural environment;
- Excellent command of at least two of the three languages used in Nunavik (French, English, Inuktitut).

ᓄᓇᕕᒻᒥ ᐃᓗᓯᓕᕆᓂᕐᒧᑦ ᑲᑎᒪᔨᑦ
RÉGIE RÉGIONALE DE LA SANTÉ ET DES SERVICES SOCIAUX DU NUNAVIK
NUNAVIK REGIONAL BOARD OF HEALTH AND SOCIAL SERVICES

For candidates who are beneficiaries of the James Bay and Northern Quebec Agreement, a combination of relevant experience and training may be considered.

SKILLS AND PROFILE SOUGHT

- Excellent communication, diplomacy, and negotiation skills;
- Demonstrated ability to mobilize partners, facilitate discussions, and build consensus;
- Initiative, dynamism, and a strong sense of responsibility;
- Sound judgment, autonomy, and the ability to manage complex situations;
- Strong planning, organizational, and priority management skills;
- Excellent interpersonal skills and ability to work effectively within multidisciplinary and intercultural teams;
- Ability to collaborate with community, regional, and governmental partners;
- Good understanding of the realities, challenges, and issues facing Nunavik's northern villages;
- Good knowledge of Nunavik's health and social services network, its operations, and its key partners.

ADDITIONAL INFORMATION

- Please note that interviews may be held during the weeks of **December 7 or December 14, 2026**;
- Home base: Assignment based in the North (Kuujjuaq), with frequent travel throughout Nunavik communities.

Candidates who are beneficiaries of the *James Bay and Northern Quebec Agreement* will have priority.

WORKING CONDITIONS

- Full-time temporary assignment for a period of 2 years, with the possibility of extension;
- Day shift;
- Salary in accordance with MSSS conditions and the candidate's qualifications **($31.06/hour to $55.04/hour).**

Northern Benefits: Employees who relocate to Nunavik are eligible for various bonuses, including **a retention bonus, a remoteness bonus, and a cost-of-living allowance.** For those hired more than 50 km from Kuujjuaq, low-cost housing is provided, along with reimbursement of moving and storage expenses. In addition, annual personal trips from Kuujjuaq to the point of employment are included, as well as other benefits.

For more information about our services and our region, please visit the Nunavik Regional Board of Health and Social Services website at: https://nrbhss.ca/en

Employees in the health and social services network are potentially eligible for the Nordic unpaid leave.

*** TO APPLY FOR POSTING # 2026-107, CLICK HERE ***

Interested candidates can submit their résumé between November 18 and December 2, 2026

Nunavik Regional Health and Social Services Authority – Human Resources
PO BOX 900, KUUJJUAQ (QUEBEC) J0M 1C0 | TEL: 1-844-964-2244 / 819 964-2222 FAX: 819 964-2888
drh.Recrutement-Recruitment.rr17@ssss.gouv.qc.ca