

Regulatory Policy & Programs Integration Consultant

Status: Temporary, Full-Time

Term: 3-year term ending August 2028

Work Location: Hybrid, Vancouver B.C. (a minimum of 2 days in office)

Who we are

The British Columbia College of Nurses & Midwives (“BCCNM”) is the college empowered under the Health Professions Act to regulate the practice of all licensed practical nurses, nurse practitioners, registered midwives, registered nurses, and registered psychiatric nurses in British Columbia. Regulation helps to protect the public by ensuring that professional care or service received by the public is competent, ethical, and meets the standards that society views as acceptable.

As western Canada’s largest health profession regulator, we believe a diverse and inclusive team enriches our efforts to protect the public. We welcome applications from all who reflect of the communities we serve and especially encourage Indigenous Peoples and members of equity-seeking groups to apply. We believe diverse perspectives and experiences bring both innovation and better outcomes to the work we do and the decisions we make.

BCCNM’s commitment to Indigenous Specific Anti-Racism

BCCNM is committed to working with Indigenous Peoples and health system partners to support Indigenous-specific anti-racist practices in the health system. As the largest health regulator in Western Canada, BCCNM has the opportunity to influence the health professionals we regulate, as well as the broader health-care system, to break the cycle of racism, and improve health outcomes for Indigenous Peoples. BCCNM has pledged to become culturally safe and anti-racist, and to support the health professionals we regulate to do the same.

What we offer you

We are delighted to be recognized as one of BC’s Top Employers. It is more than a badge of honor – it’s a reflection of our people and the purpose that drives us every day. At BCCNM, we’re creating a workplace where flexibility, equity, growth, and connection are not just values – they’re part of how we work. Whether it’s through hybrid work options, meaningful employee engagement, or our commitment to reconciliation, we’re building something that matters. This honor reflects our unwavering commitment to creating a workplace where people truly thrive.

We promise to provide you with rewarding work that challenges you. You will be part of a passionate team contributing to our important mandate of protecting the public. As a member of the team, you can expect to be working in a collaborative, team-based environment, and treated in a respectful and professional manner.

The expected starting base salary for this position is \$121,764 – \$127,853 annually, depending on a variety of factors including qualifications and experience. Once hired, you will progress through a wider salary range over time as you continue to develop job knowledge, skills and competencies for the role.

In addition to base salary, the college offers a generous vacation and extended benefits package. As an employee, you receive 100% employer-paid health and dental benefits. And we contribute to B.C.’s Municipal Pension Plan to help you secure your retirement income after 1 year of employment. Throughout your career

with us, you will engage in a variety of learning and development. We will support your professional development and cover your professional membership costs. To support you in work and life, we provide an employee assistance program and fitness allowance perk. Working with us allows you to enjoy flexible hybrid work. This position is located in Vancouver, but you'll be able to work remotely up to 3 days a week. Our office is closed for the 11 statutory holidays in B.C. as well as Easter Monday and Boxing Day.

What you'll be doing

Reporting to the Executive Director/Deputy Registrar, Education, Standards & Guidance (ED/DR, ESG), the Regulatory Policy and Program Integration Consultant (RPPIC) will provide strategic, project and operational support to the ED/DR, ESG. In collaboration with all Regulatory Policy & Program (RPP) leaders, the RPPIC supports the design, development and implementation of a strategic integration plan across all program areas within RPP.

Working in close collaboration with the RPP Leadership Team, the RPPIC supports RPP staff and leaders in fulfilling the mandate of BCCNM, while concurrently implementing the new Health Professions and Occupations Act, and the Business Transformation strategy.

Key responsibilities include:

1. In consultation with the ED/DR, ESG and in collaboration with the RPP Chief Officer and Executive Directors, supports the design, development and implementation of a strategic integration plan across all program areas within the RPP Department.
2. In collaboration with RPP leaders, guides RPP integration effort by:
 - assessing the current state, operational maturity and strategic and operational goals of the three RPP program areas
 - identifying synergies, redundancies, and conflicts across program areas
 - analyzing interdependencies from any concurring major initiatives
 - developing a coordinated integration strategy that also aligns with broader organizational change
 - providing expert insights, aligning teams/individuals, and delivering a clear strategic roadmap
 - providing implementation-ready recommendations
3. In consultation with the ED/DR, ESG, and in collaboration with all RPP leaders, supports the development of the strategic and operational plans and processes to ensure the integration of policy, practices and enhanced collaboration across the RPP department.
4. Works with all RPP leaders to document plans and priorities across program teams and integrates these plans throughout the Department.
5. Facilitates RPP cross-program understanding of strategic and operational priorities, timing, constraints and shifting requirements.
6. Develops an approach to align program plans, priorities and activities, to track progress, and to identify and mitigate risks.
7. Works with RPP leaders to identify and address gaps in policy and processes and communicates that to the RPP Leadership Team.
8. Supports the Policy team in the review, documentation and development of RPP operational policies and processes arising out of the strategic integration plan and in alignment to the Regulatory Policy Development Framework; ensures they align with organizational values, are culturally safe and incorporate Indigenous specific requirements as needed. Supports the communication of policies across department and the organization as appropriate.

9. In collaboration with the ED/DR, ESG, assesses organization-wide impacts of system enhancements, process streamlining, and cross-program functionality against BCCNM's mandate and RPP operational plans supporting the strategic directions of BCCNM.
10. In collaboration with IT/IM teams, supports the creation of dashboard reports to monitor priorities; Standardizes recurring processes where applicable.
11. In consultation with Organizational Change Management (OCM), builds change readiness across RPP.
12. Demonstrates a commitment to ongoing learning related to Indigenous cultural safety and humility and supporting organizational actions towards addressing indigenous-specific racism in BC's health care system.

Your education & skills

- Master's degree in strategy, business administration or a related discipline, or an equivalent combination of education and experience.
- Seven to ten years of progressively senior experience in health, business, or regulatory organizations.
- Demonstrated experience in systems thinking, system level change and organization-wide planning practices; ability to perform an analysis and translate to processes and systems.
- Demonstrated use of project management skills to manage complex projects and/or programs.
- Excellent oral and written communications skills and the ability to communicate effectively with individuals at all levels of the organization.
- Politically astute and culturally sensitive. Able to deal with people and to represent the organization tactfully, diplomatically, and professionally at all times.
- Strong presentation and facilitation skills. Experience influencing and negotiating at an organization-wide level.
- Excellent planning and organizational skills, with a demonstrated commitment to detail.
- Ability to manage an independent, complex workload while contributing effectively to the team.
- Expertise in change management is an asset.
- Knowledge of Canadian colonial impacts on Indigenous people in social and health contexts, including social, economic, political, and historical realities impacting Indigenous communities and knowledge of Indigenous-specific anti-racism and accompanying reports (e.g. The Truth & Reconciliation Commission's 94 Calls to Action (2015), the In Plain Sight Report (2020), and Reclaiming Power and Place's Calls for Justice (2019)) is an asset.
- Demonstrated understanding of equity, diversity, inclusion, and cultural humility as they apply to health care is an asset.

How to Apply

If you are interested in this position, please apply online by 11:59pm on September 15, 2025. This opportunity will remain posted until filled; however, priority consideration will be given to those who apply by the deadline. To apply and see a full list of our current opportunities or to learn more about working at the BC College of Nurses & Midwives, please visit our website at [Careers at BCCNM](#).

Collection Notice

To apply to a job posting, you need to create an online account with BCCNM. To create an online account as well as apply for a job posting, you'll be asked to provide personal information.

The BC College of Nurses and Midwives (BCCNM) collects your personal information for the purposes of creating your online account as well as for recruiting, evaluating, and selecting employees. The legal authority for

collecting this information is under section 26 British Columbia's *Freedom of Information and Protection of Privacy Act*. If you have any questions about the Collection Notice, please contact privacy@bccnm.ca.

Please note: BCCNM no longer requires staff, contractors, board and committee members, and volunteers to provide an attestation of vaccination related to the Covid-19 pandemic.

In the event of a Public Health Order being issued, the College is committed to full compliance with all directives and guidelines set forth by the Provincial Health Officer (PHO) to ensure the safety and well-being of our employees and the community partners we work with, consistent with the duty of the College to serve and protect the public.