



POSITION DESCRIPTION

POSITION TITLE: EXECUTIVE ASSISTANT

DEPARTMENT: CORPORATE OFFICE

CLASSIFICATION:

UNION: NON UNION

REPORTING RELATIONSHIPS

POSITION REPORTS TO: CEO / SENIOR LEADERSHIP

POSITIONS SUPERVISED: NOT APPLICABLE

POSITION SUMMARY

The Executive Assistant reports to members of the IERHA Senior Leadership Team (SLT) and performs a variety of executive-level administrative and general office duties of a responsible and confidential nature. The incumbent is expected to exercise initiative and independent judgment in determining work priorities, work methods and actions to be taken. This position requires a high level of interpersonal skills, flexibility, problem-solving ability, conflict resolution skills and the ability to proactively anticipate requirements/needs of the leadership team and programs. The Executive Assistant functions in a manner consistent with and supports the Mission, Vision and Values of Interlake – Eastern Regional Health Authority.

Interlake-Eastern RHA is committed to responding to the [Truth and Reconciliation Commission of Canada's Calls to Action](#) and to creating working environments free of racism for both relatives and employees. All staff members are encouraged to seek and identify patterns of harm toward Indigenous, black, and marginalized relatives and employees and to take actions to disrupt any form of racism. Collectively and individually, we are growing cultural competency capacity by implementing the region's anti-racism action plan.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

- Provides confidential executive administrative support to IERHA senior leadership; ensuring comprehensive administrative management functions are maintained.
- Manages and coordinates schedules and meetings for applicable senior leadership executive.
- Reviews and screens correspondence preparing, channeling or referring for response and action and ensuring completion or disposition.
- Drafts routine correspondence.
- Provides support activities related to assigned meeting/committees. This is inclusive of meeting preparation/ organization and the recording and production of minutes and follow up actions.
- Types and formats policies, pamphlets, forms, letter, reports, PowerPoint presentations etc. as required.
- Provides personnel management support (coordinates performance appraisals, leave requests, etc.).
- Provides contract management administrative support (coordinating contract legal reviews, signed approvals, etc.).
- Organizes and tracks initiatives, deadlines, projects, etc.
- Prepares data analysis and research for project proposals, business cases, evidence informed briefing notes, etc.
- Liaise with internal and external stakeholders on behalf of IERHA senior leadership; maintains a high level of professionalism during interactions and communications with all employees, management, external agencies and other contacts.
- Prepares text and electronic presentations as required.
- Provides telephone and personal reception for applicable Senior Leadership executive.
- Develops and maintains central administrative filing systems as required. Files (paper and electronically), as necessary and maintains the security and confidentiality of all files.
- Develops, prepares and implements policies and procedures as required related to the operation of the Program or Department.
- Implements a structured process to assess and meet Corporate, Program or Departmental needs, which includes problem identification and problem solving, and initiates change and/ or improvements in systems and processes.
- Participate proactively in teambuilding and professional development activities of peers and colleagues.
- Supports regular required reporting including board report preparation.
- Plans, coordinates and participates in the support of significant regional corporate projects (eg. Annual Operating Plan, Accreditation, Budget Process, Regional Policies, Proposals, etc.)
- Provides reception services if/as needed.
- Purchases office supplies as required in accordance with supply chain guidelines.
- Manages incoming and outgoing mail daily.
- Support Regional Fleet vehicle management and maintenance as needed.
- Pursuant to the Health System Governance and Accountability Act, Interlake- Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

OTHER

- Performs other duties as assigned.
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QUALIFICATIONS**EDUCATION/CERTIFICATION:**

- Grade 12 or equivalent.
- Completion of a recognized administrative/ secretarial program preferred, or a suitable combination of education and experience.

REQUIRED KNOWLEDGE:

- Demonstrated ability using Microsoft Office including; Word, Excel, Access, Power Point, etc. required.

EXPERIENCE REQUIRED:

- Minimum three (3) years recent related experience is required.
- Accurate typing skills with a minimum 60 words per minute.
- Self-start with the ability to work independently with minimal supervision. Must be able to exercise initiative and independent judgment in determining work priorities.
- Good organizational, analytical and interpersonal skills with the demonstrated ability to communicate effectively, both verbally and in writing with staff, outside agencies and the public required.
- Ability to work with a variety of sensitive information and maintain confidentiality.
- Ability to work under pressure and meet deadlines.
- Ability to work with frequent interruptions and changing priorities.
- Good physical and mental health to meet the demands of the position.

SKILLS/COMPETENCIES:

- Demonstrates a high level of proficiency in core competencies: customer/client focus; initiative and pro-activity; diversity awareness, teamwork and collaboration, development of self and others; adaptability.
 - Possesses the ability to use logic and common sense to work independently.
 - Possesses excellent inter-personal skills and is an effective team member.
 - Provides excellent customer service internally and externally.
 - Valid Manitoba driver's license.
 - Mental and physical ability to meet the demands of the position.
 - Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
 - Proficiency of both official languages is essential for target and designated bilingual positions.
 - Completes and maintains a satisfactory pre-employment security check.
 - Satisfactory employment record.
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WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
- May be required to travel throughout the region as duties may require.
- No hazardous or significantly unpleasant conditions.

- All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.

WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

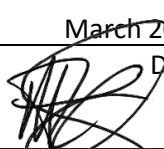
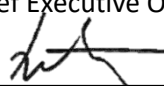
- Provides a safe environment by ensuring adherences to Manitoba Association of Safety in Healthcare (MASH), Workplace Safety and Health Regulations and Policies, Infection Control Guidelines, WHMIS and Safe Work Procedures. Immediately investigates and recommends corrective action on any unsafe acts, work conditions, incidents, near misses, injuries or illnesses.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

PATIENT SAFETY

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follows all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.

Created:	2014	

	Date	
Revised:	March 2025	

	Date	
Approved by:		March 5, 2025
	_____	_____
	Chief Executive Officer	Date
Reviewed by:		March 5, 2025
	_____	_____
	Executive Lead, Human Resources	Date

Position descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed job descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.