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## Board Recruitment

*Help support rural Alberta communities in their efforts to keep healthcare close to home.*

The Rural Health Professions Action Plan (RhPAP) is recruiting a Director to serve on the organization's board commencing July 2025.

Working with management, the board of RhPAP oversees and actively supports the organization to foster and build relationships with rural communities, stakeholders, partners, learners, and others to encourage better access to rural health.

We are committed to recruiting the best candidate who can assist the organization in advancing its purpose. Specifically, we are looking for an individual with strategic competencies to support RhPAP's strategies priorities. The ideal candidate would possess *some or all* of the following attributes:

- Be an advocate for rural Alberta and possess an understanding of rural healthcare issues.
- Have an interest in, and passion for, helping to resolve rural healthcare issues.
- Senior leadership experience to help build relationships and open discussions.
- Political acumen.
- Live and work in rural Alberta and/or in a rural or remote community.

The RhPAP board is committed to excellence and embracing an inventive mindset. As such, the board is skills-based, and possesses a balance and range of specific skills, expertise, and experience. Ideal candidates will bring a broad range of relevant experience, reflect the diversity of Albertans, understand the context of living and working in rural Alberta, and possess a demonstrated ability to make a significant contribution at the board level across a wide variety of governance, financial, healthcare, strategic planning, political, marketing, and human resource issues.

If you feel you can contribute to the effective delivery of health services in rural Alberta, please submit a cover letter along with your resume to:

RhPAP Board of Directors Search  
collette.featherstone@rhpap.ca

**Deadline: March 27, 2025**

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## The Person

We are recruiting one public member to serve on the RhPAP board of directors. We are seeking an individual with the following strategic competencies and senior leadership experience to support the organization's goals, elevate its brand and help rural Alberta communities in their efforts to keep healthcare close to home.

- Political acumen and experience working directly with senior levels of government to advance an organization's mandate.
- Experience in health professions education at the post-secondary level.

Ideal candidates:

- Demonstrate values consistent with those of RhPAP.
- Have the ability and willingness to devote sufficient time and energy necessary to effectively perform the duties required of a director.
- Demonstrate integrity, high ethical standards and respect for privacy and confidentiality.
- Have a high degree of understanding and appreciation for the rural lived experience.
- Able to think and act independently and with conviction and confidence on behalf of those served by RhPAP.
- Solid and demonstrated understanding of the role, fiduciary responsibilities, and legal duties of a board member, board governance, principals, practices, and structures.
- Able to recognize and assess business risks and strategic opportunities.
- Able to distinguish between board and management roles.
- Bright, curious, and collaborative, you bring a well-reasoned perspective to decision-making, but are always willing to consider alternate viewpoints.
- A clear and effective communicator, you are known for your ability to build consensus and develop innovative solutions that make a difference.

## Commitment

Board meetings are held quarterly at various locations throughout the province, with one annual general meeting held in July. All directors are expected to sit on one board committee. Directors shall be appointed for terms of not more than three (3) years and may be reappointed for subsequent terms to a maximum cumulative term of six (6) years.

## About RhPAP

For over three decades, the Rural Health Professions Action Plan (RhPAP) has supported the efforts of rural Albertans to maintain an accessible workforce close to home. Established in 1991 by the Government of Alberta, and originally focused on supporting practising rural physicians, RhPAP has grown to be a broader community health workforce attraction and retention resource, an ally with Alberta's medical schools, as well as a trusted, collaborative partner for rural Alberta communities trying to achieve greater access to healthcare.

The board is comprised of up to twelve (12) directors. Six (6) directors are appointed by the organization's Members – the Alberta Medical Association, the College of Physicians and Surgeons of Alberta and Alberta Health Services. Six (6) public directors are elected by the Members.

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