

A photograph of four diverse professionals (three women and one man) smiling and looking towards the camera. They are sitting at a desk in an office setting. A laptop and a black mug with the CIHI logo are visible on the desk. The woman on the far left is wearing glasses and a striped sweater. The woman next to her is wearing a black hijab and a brown sweater. The woman next to her is wearing a striped shirt. The man on the far right is wearing a dark jacket over a light shirt.

Your Future at CIHI

Better data. Better decisions. Healthier Canadians.

Make a difference. Join CIHI.



Canadian Institute
for Health Information

Institut canadien
d'information sur la santé

CIHI's vision and mandate

To deliver **comparable** and **actionable** information to **accelerate improvements** in health care, health system performance and population health across the continuum of care.

We share a mutual connection derived from an underlying passion and desire to have an **impact on Canada's health care systems**.

We **collaborate on initiatives** and **projects** in a **hybrid** work environment that maintains a **strong culture** that is **founded on equity, diversity and inclusion (EDI)**.

We make **a difference** in the delivery of Canada's **health care** by providing reliable data and information to **health decision-makers, patients** and **health care providers**.

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Better data. Better decisions. Healthier Canadians.



CIHI is focused on **you**



Your financial well-being



Competitive total compensation and rewards



Your health and wellness



Flexible, comprehensive benefits — prioritizing mind and body — for you and your loved ones



Your career



Continuous learning and professional development



Your day



A place where work and life fit together

Total rewards

- ✓ **Competitive base salaries**, aligned with the top 35% of our reference market (hospitals, federal government, major not-for-profit health care organizations)
- ✓ Recognition for your contributions, service and performance through **merit-based performance pay** and other monetary and non-monetary **recognition** and **rewards**
- ✓ A **group RRSP** for personal retirement savings
- ✓ An **employer-facilitated savings** account (i.e., TFSA)
- ✓ A guaranteed benefit with the **defined-benefit pension plan**, regardless of economic conditions
- ✓ Access to **employee discount programs** (e.g., insurance plans, gym memberships)

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Your financial well-being

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Competitive total compensation and rewards

Benefits

- ✓ A **flexible benefits program** so you can select the health coverage you need for you and your family
- ✓ Our **Employee and Family Assistance Program** to help you access proactive planning and trained professionals for personal or work-related issues
- ✓ **Generous vacation**, with increases based on years of service
- ✓ Paid **sick days** and **disability** leave
- ✓ **Pregnancy, parental and adoption leave** with **top-up**
- ✓ **Fixed days off**, including 13 public holidays and 3 additional days in December for holiday shutdown
- ✓ **5 special leave** days to attend to personal and family-related circumstances

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Your health and wellness

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Flexible, comprehensive benefits — prioritizing mind and body — for you and your loved ones

Career growth

- ✓ **Learning and professional development** through comprehensive course offerings and a variety of training platforms
- ✓ **Educational support** through tuition reimbursement for continuing education
- ✓ **Leadership development opportunities** for differing levels of leaders
- ✓ **Secondments, project-specific work** and **cross-collaboration** opportunities
- ✓ Formal **peer coaching** and **mentorship** programs

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Your career

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Work environment

- ✓ **Positive people interactions** throughout our inclusive and team-oriented organization committed to bettering health outcomes and making a difference
- ✓ **A well-respected pan-Canadian** organization where staff collaborate with progressive thinkers and open-minded people
- ✓ **Work-life balance and respect for personal circumstances** and **needs** (**hybrid, flex workdays**, summer hours)
- ✓ An environment where EDI is part of our daily fabric and you are encouraged to be your **authentic self**
- ✓ **A highly dedicated, long-standing workforce** of individuals who demonstrate passion and commitment for the work they do
- ✓ Opportunities to express your views and provide input through **employee engagement surveys, forums** and **town halls**

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Your day

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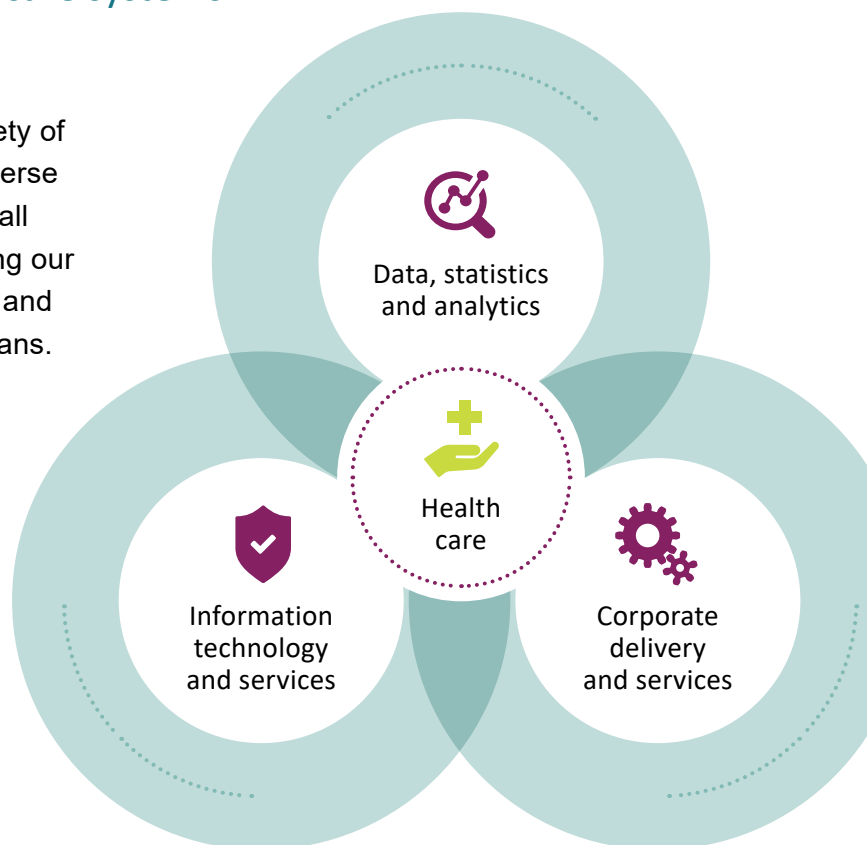
A place where
work and life
fit together

CIHI's focus areas

CIHI plays a unique role in
Canada's health care systems

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We offer a wide variety of roles that require diverse skills and expertise, all anchored in improving our health care systems and the health of Canadians.





Data, statistics and analytics

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We acquire data and transform it into information and insight to assess health system performance, inform health policy and manage health systems. Exploring innovative ideas, we leverage analytic tools and statistical analysis and use our skills and expertise to identify trends, further awareness and tell the story behind the data. The adoption of AI will position CIHI to continue to respond to emerging and future information needs and will provide more timely and more comprehensive data and insightful analytics.



Information technology and services

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We are committed to protecting the privacy of Canadians and ensuring the security of their personal health information in our databases. We enjoy a progressive work environment and are home to forward-thinking experts in computer programming, software development, quality assurance, cloud computing, information security, data engineering and more. Beyond delivering technology and related services to support ongoing operations, we create new and innovative solutions and look ahead to new technology on the horizon.



Corporate delivery and services

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Our knowledgeable team supports the organization with corporate-wide planning, privacy, financial, human resources and workplace operations. Armed with skill and creativity, we create, translate, disseminate, promote and elevate content that enables our stakeholders to make informed decisions toward improving Canada's health care landscape.

Our values in action

Excellence



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We strive for the highest ethical, professional and statistical standards when integrating, analyzing and disseminating health data and information

Collaboration



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We believe that our best work comes through working with — and benefitting from the experience, expertise and creativity of — our stakeholders

Integrity



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Integrity and trust are the foundation of what we do and how we do it — our relationships with stakeholders and colleagues; the data collection, analysis and research we undertake every day; and our commitment to privacy, confidentiality and security of information

Inclusion



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We welcome diversity, celebrate uniqueness and work to create an inclusive and respectful environment where all employees feel a sense of belonging

Innovation



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We are committed to fostering a culture of innovation to deliver the highest-quality service, advice and analytical products



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