Your Future at CIHI


Make a difference. Join CIHI.
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 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.

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)

- A **group RRSP** for personal retirement savings

- A guaranteed benefit with the **defined-benefit pension plan**, regardless of economic conditions

- Recognition for your contributions, service and performance through **merit-based performance pay** and other monetary and non-monetary **recognition and rewards**

- An **employer-facilitated savings** account (i.e., TFSA)

- Access to **employee discount programs** (e.g., insurance plans, gym memberships)

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

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

Work environment

✅ Positive people interactions throughout our inclusive and team-oriented organization committed to bettering health outcomes and making a difference

✅ Work–life balance and respect for personal circumstances and needs (hybrid, flex workdays, summer hours)

✅ A highly dedicated, long-standing workforce of individuals who demonstrate passion and commitment for the work they do

✅ A well-respected pan-Canadian organization where staff collaborate with progressive thinkers and open-minded people

✅ An environment where EDI is part of our daily fabric and you are encouraged to be your authentic self

✅ Opportunities to express your views and provide input through employee engagement surveys, forums and town halls

CIHI’s focus areas

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

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

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

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

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

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

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

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

Integrity
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
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<th>CIHI Ottawa</th>
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