

Role Focus

Island Health is seeking a **Community Medical Director** to provide strategic leadership and ensure high-quality clinical care in Saanich, Gulf Islands & Western Communities.

The Community Medical Director is responsible for medical staff governance and clinical quality, consistent with Island Health's Medical Staff By-laws and Rules, Primary Care policies, and quality structures.

This Senior leadership role focuses on strengthening collaborative relationships between community and acute care settings, and with key organizational partners such as First Nation communities, Divisions of Family Practice, Primary Care Networks, long term care facilities, and primary care service organizations.

This role functions in a co-leadership model, which values shared accountability, joint decision-making, and the integration of medical and operational perspectives.

Key Impact Areas

In partnership with your co-lead, you will:

Operations:

- Oversee primary care and urgent care service delivery in Island Health owned and operated sites to ensure services are efficient, effective, and well-integrated.
- Ensure site-level procedures to maintain standards of continuity, results management and support primary care provider recruitment and scheduling at Island Health clinics without a designated medical lead.
- Manage primary care contracts within the community.
- Support the development and integration of newly owned and operated primary care clinics and services (e.g. Urgent and Primary Care Centres).
- Support the integration of Primary Care Network (PCN) staff with community primary care.
- Provide medical leadership to enhance collaboration between local Community Health Services and primary care.
- Lead the assessment, monitoring, and forecasting of program resource needs.

Strategy:

- Lead strategic planning related to local Island Health owned and operated primary care services in collaboration with internal and external partners. Internal partners include Community Health Services (CHS), Mental Health & Substance Use (MHSU), Addictions Medicine & Substance Use (AMSU), and Public Health. External partners include Divisions of FP, PCNs, First Nations Health Authority (FNHA) and other primary care service organizations.
- Contribute to the development of the Clinical Services Plan that addresses current and emerging healthcare needs.

Governance:

- Address concerns related to professional behaviour and clinical competence of family physicians and nurse practitioners in Island-Health operated primary care clinics and services, in accordance with Island Health policy.
- Support workforce recruitment and retention strategies.
- Contribute to credentialing and privileging processes at hospital act sites in alignment with the Medical Staff Bylaws and Rules and Island Health policy.

Quality:

- Co-lead quality planning and prioritization through the local Community Quality and Operations Committee.
- Establish structures and processes that actively engage physicians and nurse practitioners in quality improvement and assurance activities.

Communication & Collaboration:

- Promote a culture of collaboration and patient-centered care within the community.
- Represent Island Health and foster strong relationships with external partners, interest-holders, and, when directed, the media.
- Ensure effective communication with your portfolio.
- Collaborate regularly with Division of Family Practice and Primary Care Network leadership, Chiefs of Staff, Clinical Service Delivery leadership, and other leaders as needed.
- Engage with external interest holders to address system-wide strategies, operational standardization, and operational challenges, as assigned.

The Details

Co-Lead: Jessica Johnson, Director, Clinical Services for Saanich Peninsula; Jodi Jantzen, Director, Clinical Services, Sooke, Esquimalt, Westshore & Saanich; and Erin Price-Lindstrom, Rural Site Director, Saanich Gulf-Islands.

Reporting To: Leah MacDonald, MD, Executive Medical Director, Primary Care & Seniors Health

Direct Reports: Medical Lead for Peninsula After Hours Clinic

Indirect Reports: Not applicable

Time Commitment: 0.5 FTE

Compensation: \$127,786 annually

Committee Responsibilities:

- Community Quality & Operations Committee (Co-Chair)
- CLHA Council
- Local Collaborative Services Committee (CSC)
- Primary Care Network Committee(s)
- Additional committees as required

Qualifications & Competencies

- Doctor of Medicine (MD) or Nurse Practitioner with current registration and good standing with the appropriate College.
- Preference will be given to candidates currently practicing in primary care in the Saanich, Gulf Islands & Western Communities.
- Training and/or experience in multidisciplinary quality improvement and/or patient safety is an asset.
- Preference will be given to candidates with diverse clinical experience across multiple care settings.
- Prior medical leadership experience strongly preferred.
- Commitment to formal leadership education (e.g., UBC Sauder Physician Leadership Program, CMA Physician Leadership Institute, SFU Physician Leadership Series, or equivalent).
- Strong verbal and written communication skills.
- Demonstrated ability to adapt to a dynamic healthcare environment with initiative and resilience.

- Strong interpersonal skills with the ability to build and sustain professional relationships at all levels.
- Proven clinical competence with an in-depth understanding of health services and operational systems.