

Medical Director, Long Term Care

Role Description

The **Medical Director, Long Term Care** provides clinical leadership and advisory support to enhance the quality, consistency, and resident-centeredness of medical care in Island Health–operated and contracted long-term care homes. This position works collaboratively with site medical leaders, facility administrators, medical staff, and interdisciplinary teams to promote best practices, support physician engagement, and advance system-wide initiatives in long-term care.

The position functions as a key connector and facilitator between physicians, operations, and regional leadership to improve care delivery, quality, and integration across the continuum of seniors' services.

Working within a co-leadership model, the role focuses on advancing high-quality, team-based, culturally safe, patient and community-centred care aligned with Island Health strategy and Ministry of Health direction. The co-leadership model values shared accountability, joint decision-making, and the integration of medical and operational perspectives.

Key Responsibilities

Quality

- Chair the Long-Term Care CARE Network, fostering shared learning and clinical governance.
- Provide physician leadership for accreditation, ensuring preparation, standards adherence, and follow-up on improvements.
- Lead the development, monitoring, and use of quality and safety indicators.
- Champion continuous quality improvement, using evidence-based methods and data to drive system learning.
- Guide the creation and implementation of standards of care and best practices, including end-of-life care, infection prevention, and chronic disease management within long-term care environments.
- Support care models that promote safety and cultural humility.

Strategy

- Lead resource planning, policy development, and system-level improvement alongside your co-lead.
- Design strategy for the integration of long-term care with acute, community, and primary care services to ensure seamless transitions and continuity of care.
- Collaborate with operational, nursing, and allied health leaders to align medical practice with organizational priorities and provincial directives.

Operations

- Provide physician leadership, clinical guidance, and strategic advice to support high-quality, evidence-based care across all long-term care sites.

Communication, Engagement & Collaboration

- Participate in assigned committees, working groups, and strategic initiatives, acting as a key advisor to executive leadership.

- Foster effective partnerships with Divisions of Family Practice, community physicians, and other external interest holders to advance shared priorities in long-term care, including physician engagement, workforce sustainability, quality improvement, and integration across the continuum of care
- Encourage a culture of interdisciplinary collaboration, continuous learning, and professional accountability.

Other duties as required.

The Details:

Co -lead:	Director responsible for Long Term Care
Reporting to:	EMD responsible for Long Term Care
Direct Reports:	Medical Lead, Long Term Care, South Island (CLHA 7, 8, 9 & SPH) Medical Lead, Long Term Care, Cowichan (CLHA 5 & 8) Medical Lead, Long Term Care, Centre Island (CLHA 3 & 6) Medical Lead, Long Term Care, North Island (CLHA 1, 2 & 4)
Committee Responsibilities:	Chair, Long Term Care CARE Network Member, Integrated Clinical Governance Council Member, Long Term Care Operations Excellence Committee Other Committees as assigned
Time Requirements:	0.49 FTE
Compensation:	\$122,674.71 per year

Qualifications and Competencies

- Doctor of Medicine or Nurse Practitioner with current registration and good standing with their respective College and with specialty or subspecialty training, as required of the role.
- Training and/or experience in multidisciplinary quality improvement and/or patient safety is an asset.
- Prior medical leadership experience preferred.
- Demonstrated commitment to formal leadership education is an asset (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.