

Advanced EHR Medical Lead – Data and Analytics and Clinical Decision Support (CDS)

Role Focus

Reporting to the Associate Chief Medical Information Officer (ACMIO) or the Chief Medical Information Officer (CMIO), the Medical Lead is a co-leadership position that shares responsibility for implementing and leading digital improvements and electronic health records optimization efforts to improve healthcare quality, operational efficiency, and patient outcomes. The Medical Lead ensures Medical Staff are represented in Electronic Health Record (EHR) development and works proactively with others to ensure quality care. Medical Lead positions may be required for site activation, clinical speciality expertise or digital / EHR expertise.

The Medical lead utilizes evidence-based research, best practices, and peer health organization input and holds the vision for associated best practices related to effective adoption and ongoing use of the EHR. The Medical Lead will provide guidance for, and ensure medical staff understand, the boundaries, benefits, and limitations of data analytics, Clinical Decision Support (CDS), and the EHR. They will ensure users are actively engaged in clinical design and workflows with the goal of high-quality data is available for informed decision making.

Key Impact Areas

As Medical Lead, you will be responsible for:

Data and Analytics

The Medical Lead implements approved EHR and digital strategies by providing clinical leadership, supporting change management, facilitating stakeholder engagement, and monitoring adoption, risks, and outcomes.

- Working alongside the Director, Data and Analytics and the Data Analytics team, the Medical Lead co- develops, in collaboration with medical and clinical leaders, data and analytic strategies and programs to augment evidence-based patient care.
 - Analyzes complex datasets, develops analytical frameworks, and translates insights into actionable strategies for senior leadership and clinical teams.
 - Utilizes medical data to derive actionable insights that drive improvements in patient care, clinical outcomes, and operational efficiency.
 - Translates insights into actionable strategies for senior leadership and clinical teams.
 - Co-develops analytics ecosystem for real-time decision making with sound basis in human factors and usability best practices.
- Leverages data science methodologies to support decision-making through data visualization and interactivity.
- Actively engages with Island Health's physician community to ensure that providers understand the benefits of data analytics for the adoption and sustainment of the EHR
- Co-develops key performance indicators (KPIs), data governance strategies, policies, and procedures.
- Oversees data quality governance and data optimization for the EHR.

- Fosters a culture of data-driven decision making through collaboration with interest holders and partners.
- Provides physician leadership for engagement, involvement, and adoption of data and analytics into decision support modules.
- Ensures alignment between business priorities and data optimization and analytics initiative.
- Identifies opportunities for data optimization.
- Defines analytics use cases and help develop implantation strategies.
- Supports informed decisions with real time data and analytics.
- Drives digital innovation to improve health care across Island Health.
- Collaborates with healthcare data scientists, statisticians, and IT professionals to develop predictive models and analytics tools that support clinical decision-making.
- Participates in research projects focused on improving healthcare delivery through data analysis.

Operations

- Implements and actions strategic initiatives and works within established processes and structures, including clinical governance structures, to engage members of the medical staff in the development and continuous quality improvement of informatics service delivery through the EHR associated technologies and processes.
- Engages with academic and organizational partners on EHR utilization for CDS and analytics.
- Supports requirements gathering through collection, analysis, documentation, and validation.

Quality

- Provides medical staff design input to ensure the Advanced EHR build is clinically appropriate, adopted, utilized, and adheres to and supports the application of Medical Staff Rules and Island Health Quality standards.
- Supports collection, analysis, documentation, and validation of requirements for the EHR.
- Supports change management and benefits evaluation framework with associated metrics for the implementation and advancement of the EHR.
- Utilizes analytic tools and data to enhance Medical Staff adoption, sustainment, and optimization of the EHR.
- Ensures usability for providers through application of evidence-based standards for:
 - best practice in advanced EHR processes, including orders and results management.
 - sociotechnical system considerations at transitions of care.
 - emerging standards related to new or improved workflows and practice.

Communication & Collaboration

- The Medical Lead, under the joint direction of the Office of the CMIO & respective Medical Leadership, is responsible for medical staff engagement and supporting communication regarding the Advanced EHR functionality-associated technologies.
- Collaborates with informaticists, health care data scientists, statisticians, and Information Technology professionals to apply models and analysis that support clinical decision-making:
 - Identifies opportunities for data optimization within the implemented strategies.

- Supports evidence informed decision-making (includes processes such as clinical decision support).
- Identifies requirements emerging as a result of a technology-enabled cross continuum care environment.
- Partners with medical and operational leaders to support change management, including engagement, education, and communication strategies that reinforce clinically relevant workflows, standards, and overall messaging.
- Ensures that Medical Staff have the opportunity for more detailed change discussions as required.
- Reviews respective education and participates in operational and EHR change management activities, including education events.
- Provides support to site Medical Leadership and colleagues.

Other duties as assigned.

The Details:

Co-lead:	Medical Directors and Operational Leadership within the Clinical Informatics portfolio
Reporting to:	Associate Chief Medical Information Officer
Direct Reports:	None
Indirect Reports:	None
Committee Responsibilities:	Provider Working Group
Time Requirements:	0.40 FTE
Compensation:	\$94,086.07

Qualifications and Competencies

- Doctor of Medicine (MD), Nurse Practitioner, or Registered Midwife with current registration and good standing with their respective College and with specialty or subspecialty training, as required of the role.
- Active Medical Staff privileges with Island Health.
- Training and/or experience in health informatics, data science and analytics, human factors, multidisciplinary quality improvement, and/or patient safety is an asset.
- Prior medical leadership experience is strongly 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).
- Completion of the San'yas Indigenous Cultural Safety Training (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.
- Proficient in technology and software applications is an asset.
- Experience in leading change participating in complex, multisite or regional change initiatives is an asset.
- Demonstrates knowledge in quality improvement, clinical standards, implementation and evaluation.