

Department Head, Laboratory Medicine, Pathology, and Medical Genetics

Role Focus

The Department Head is a critical leadership role within Island Health. As the most senior leader of a medical staff department, the Department Head advises the Health Authority Medical Advisory Committee (HAMAC), the Chief Medical Officer (CMO), and the organization to inform strategy and operations. This senior leadership role also oversees medical staff governance and clinical quality, consistent with Medical Staff By-laws and Rules, and with Island Health's quality structure.

This role functions alongside an operational counterpart. This co-leadership model values shared accountability, joint decision-making, and the integration of medical and operational perspectives.

Key Impact Areas

As Department Head, you will be accountable for:

Governance:

- Credentialling and Privileging activities within the department conducted by Division Heads.
- Ensuring completion of in-depth Medical Staff reviews.
- Managing unprofessional behaviour and questions of clinical competence.
- Leading departmental workforce planning to identify current and future workforce needs in alignment with Clinical Service Planning and available resources in collaboration with regional and local leadership.

Quality:

- Engaging multidisciplinary leaders through the C.A.R.E. Networks in defining quality goals and clinical outcome measures aligned with organizational objectives.
- Departmental quality assurance, including establishing practice standards and annual professional development plans, and participating in quality reviews in partnership with Division Heads.
- Participating in accreditation processes.

Strategy:

- Leading strategic planning and goal setting processes for their department, ensuring alignment of strategies with the Lab Services Act and across divisions/sections, as appropriate, and with other departments in collaboration with your co-lead.
- Ensuring the participation of the Medical Staff in setting and achieving the objectives of Island Health.

Operations:

- Developing and implementing operational plans aligned with the strategic goals of the department and organization in collaboration with your co-lead.
- Overseeing operational performance, evaluating the effectiveness of those operations to ensure continuous improvement
- Participating in resource allocation decisions.

Communication & Collaboration:

- Advocating for patient-centered care and fostering a collaborative environment.
- Regular communication with Division Heads and department members.
- Promoting participation in organizational activities related to health, safety, and welfare of Medical Staff within your department.
- Representing Island Health and fostering key relationships with external agencies, interest holders, and the media, as directed.
- Engaging with external stakeholders to address system-wide strategies, operational standardization, and operational challenges, as assigned.

Other duties as assigned.

The Details:

Co -lead:	Director, Laboratory Medicine
Reporting to:	The Executive Medical Director with responsibility for Laboratory Medicine on behalf of the Chief Medical Officer
Direct Reports:	Division Head, Anatomical Pathology Division Head, Hematopathology/Transfusion Division Head, Medical Biochemistry Division Head, Medical Genetics Division Head, Medical Microbiology Quality Lead, Point of Care Testing Quality Lead, Transfusion Medicine
Indirect Reports:	None
Time Requirements:	0.65 FTE
Compensation:	\$166,122 per year

Qualifications and Competencies

- Doctor of Medicine (MD) with current registration and good standing with the College of Physicians and Surgeons of BC with specialty or subspecialty training, as required of the role.
- Active Medical Staff privileges with Island Health.
- Training and/or experience in 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).
- 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.
- In-depth understanding of health services and operational systems.