

Medical Director- Antimicrobial Stewardship – Medical Microbiology

Role Focus

The Medical Directors of Antimicrobial Stewardship (AMS), in collaboration with Pharmacy, guide the development, implementation, and evaluation of AMS strategies to optimize antimicrobial use across acute, long-term, and community care settings to improve patient outcomes, reduce antibiotic resistance, and support safe, evidence-based care.

This role functions in a co-leadership partnership as a dyad of physician leaders. The Medical Directors also shares accountability, joint decision-making and integration of medical and operational perspectives with pharmacy and the associated clinical governance structures overseeing Medication Systems, Laboratory Medicine and Infectious Diseases.

Key Responsibilities

Strategy

- In collaboration with Pharmacy, develop a yearly roadmap that includes improvement, measurement, and reporting priority activities to ensure the most appropriate use of antimicrobials to provide safe and quality care.
- In collaboration with Pharmacy, prepare an annual report of AMS activities at Island Health with recommendations for ongoing improvement.
- Review and report on antimicrobial resistance and trends at Island Health with appropriate comparisons to peer Health Organizations.
- Promote appropriate antimicrobial use through:
 - Reviewing site, specialty and individual provider ordering patterns.
 - Engaging with providers to support appropriate antimicrobial prescribing.
 - Participating in provincial formulary processes for antimicrobials.
 - Reviewing order set content related to antimicrobials.
- Collaborate with senior executive, operational, and medical leaders in the design and review of clinical pathways, policies, and guidelines related to antimicrobial use.

Operations

- Advise on resource allocation, budgeting, and service planning in partnership with executive and operational leaders.

- Participation in provincial/national/and health authority committees as required to ensure Island Health representation and alignment to best practices and learnings in other health organizations.

Quality

- Support members of the Medical Staff, pharmacists, nurses, and allied health professionals in implementing best practices for antimicrobial prescribing and monitoring.
- Collaborate with Infection Prevention and Control, Microbiology, Infectious Diseases and Pharmacy leaders to interpret data, monitor antimicrobial utilization, and develop performance indicators.
- Promote clinical education, research, and innovation in antimicrobial stewardship across the organization.

Communication & Collaboration

- Facilitate interdisciplinary collaboration to optimize patient access, continuity of care, and population health outcomes.
- Promote an environment of interdisciplinary leadership and shared problem-solving.
- Support a culture of shared accountability, transparency, and continuous improvement across clinical programs.
- Serve as a subject matter expert and advisor on Island Health, provincial and/or national initiatives related to antimicrobial resistance and stewardship, as assigned.

Other duties as required

The Details

Co -lead:	Pharmacy Leadership
Reporting to:	The Executive Medical Director with responsibility for Antimicrobial Stewardship.
Direct Reports:	None
Indirect Reports:	None
Committee Responsibilities:	Yes
Time Requirements:	0.10 FTE
Compensation:	\$25 557.23

Qualifications:

- 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 multidisciplinary quality improvement and/or patient safety is an asset.
- Prior medical leadership experience 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.
- Proven clinical competence with an in-depth understanding of health services and operational systems.
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