

Medical Director, Education and Onboarding

Role Focus

The Medical Director, Education and Onboarding is a co-leadership position that shares responsibility for ensuring high-quality medical services Island Wide. With the respective co-leader, the Director, Medical Staff Partnerships and Communication and Director, Medical Staff Quality and Improvement, the Medical Director works proactively with others (including patients) to ensure continuous quality improvement of service delivery. This position reports to the Associate Vice President of Medicine and Deputy Chief Medical Officer.

Key Impact Areas

In partnership with your co-lead, you will:

Operations:

- Co-lead and oversee activities to ensure program service delivery is efficient, effective and integrated across Island Health sites.
- Monitor program budget and performance jointly with co-leader and make adjustments as needed.

Quality:

- Evaluate educational needs for medical staff across the organization and oversee development of education schedules for medical staff.
- Prioritize support for educational events for medical staff
- Oversee activities that advance technology and data use to improve service delivery using the Electronic Health Records (EHR) in collaboration with the Quality Systems team.
- Establish processes and structures to engage medical staff in continuous quality improvement of service delivery

Strategy:

- Create a comprehensive strategy for medical education, looking at different learning opportunities at different stages of leadership
- Develop and implement a medical staff onboarding plan.

Governance:

- Foster trust, collaboration, and effective relationships among stakeholders through transparent communication and equitable decision-making.

Communication & Collaboration:

- Establish structures and processes that actively engage medical staff in quality improvement and assurance activities.
- Co-develop and implement change management plans to engage and support medical staff and staff through change
- Assess, monitor and anticipate program resource needs and work with medical leaders and administrative leaders to prioritize these needs within available resources.

Other duties as assigned.

The Details:

Co -lead:	Director, Medical Staff Quality & Improvement, Medical and Academic Affairs
Reporting to:	Associate Vice President of Medicine and Deputy Chief Medical Officer
Committee Responsibilities:	Stand in as chair, Medical Education Resource Committee (MERC), when necessary. Member of HAMQC
Time Requirements:	0.20 FTE
Compensation:	\$51,114.46 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.
- 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 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).
- Excellent interpersonal, negotiation, and conflict-resolution 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, operational systems, and complex physician service and compensation models.
- Demonstrated experience in medical leadership and contract negotiation within a large health system.
- Commitment to equitable resource allocation and collaborative leadership.