

Medical Director, Indigenous Health

Role Focus

The Medical Director, Indigenous Health, is a co-leadership position that shares responsibility for ensuring high-quality medical services for all First Nations, Métis and Inuit people who access Island Health services. With co-leader(s), the Medical Director works proactively with others to ensure continuous quality improvement of service delivery. This position reports to both an Executive Medical Director and an Executive Director.

Key Impact Areas

As Medical Director, you will be entrusted with:

Operations:

- Developing and implementing operational plans aligned with the strategic goals of the program/service and organization.
- Overseeing operational performance, evaluating the effectiveness of those operations to ensure continuous improvement.
- Participating in budget planning, as needed, to ensure financial decisions complement strategic directions and operational requirements.
- Co-leading and overseeing activities to ensure program service delivery is effective, efficient and integrated across Island Health sites
- Assessing, monitoring and anticipating program resource needs and work with medical leaders and administrative leaders to prioritize these needs within available resources.

Quality:

- Engaging multidisciplinary leaders through the CARE Networks in defining departmental quality goals and clinical outcome measures aligned with organizational objectives.
- Responsibility for departmental quality assurance, including establishing practice standards and annual professional development plans, addressing clinical competency concerns, and participating in quality reviews.
- Establishing processes and structures to engage physicians and staff in continuous quality improvement of service delivery

Governance:

- Linking with appropriate Departmental and Site Medical Leaders to address matters of physician governance, including professional medical practice issues.

Communication & Collaboration:

- Promoting participation in org activities related to health, safety, and welfare of Medical Staff within their department.
- Representing Island Health and fosters 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.
- Co-develops and implements change management plans to engage and support physicians and staff through change.

Other duties as assigned.

The Details:

Co -lead:	Multiple Leaders on Indigenous Health Team
Reporting to:	The Executive Medical Director responsible for Indigenous Health
Committee Responsibilities:	Member, Cross Continuum Committee on Indigenous Specific Anti-Racism
Time Requirements:	0.50 FTE
Compensation:	\$127,786.16 per year

Qualifications and Competencies

- Doctor of Medicine, 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.
- In-depth understanding of health services and operational systems.