

Medical Lead, Addiction Medicine, South Island

Role Focus

The Medical Lead provides local operational leadership and supports medical staff governance and clinical quality, consistent with Medical Staff Bylaws and Rules, and with Island Health's quality structure. The Medical Lead provides oversight of service delivery within a geographic area, CLHA 7, 8 & 9, across both acute and community care environments, supporting an integrative approach.

This role functions in a co-leadership partnership. The co-leadership model values shared accountability, joint decision-making, and the integration of medical and operational perspectives.

Key Impact Areas

As Medical Lead, you will be responsible for:

Quality:

- Identifying patient needs and expectations in your service to inform local program and departmental quality improvement priorities through the local acute and community quality committees and CARE Network, as appropriate.
- Local quality assurance, including using practice standards in practice assessments, supporting completion of departmental Continuing Professional Development (CPD) plans, as appropriate, and participating in patient safety processes.

Strategy:

- Providing input on patient care trends and operational opportunities and challenges that inform local and regional strategic planning.
- Implementing strategic initiatives at the local level, ensuring they align with regional program plans.

Operations:

- Ensuring continuous provision of services within your area in partnership with your co-lead(s).
- Liaising with the identified practitioner for each call group to ensure the on-call schedule is completed and submitted to the department or division head.
- Supporting medical staff in identifying and implementing operational improvements in collaboration with site and departmental leadership.
- Assessing, monitoring, and anticipating team resource needs and working with medical and operational leaders to prioritize these needs within available resources.

Governance:

- Conducting credentialing and privileging activities at applicable sites, acting as a primary contact for Medical Staff in the process and liaising with departmental leadership as required.
- Leading local recruitment processes.
- Participating in workforce planning activities to identify current and future workforce needs in your department and jurisdiction.

- Addressing unprofessional behaviour, questions of clinical competence, or failure to meet appropriate standard of care by medical staff.

Communication & Collaboration:

- Advocating for patient-centered care and fostering a collaborative environment.
- Regular communication with members of the medical staff on your service and your leadership colleagues, including department leadership, fellow Site Chiefs, the Chief of Staff, Community Medical Directors and administrative leaders.
- Promoting participation in activities related to health, safety, and welfare of Medical Staff within their service.

Other duties as assigned.

The Details:

Co -lead:	Director, Clinical Service Delivery, Addiction Medicine and Substance Use Services – South Island
Reporting to:	Medical Director, Addiction Medicine Chief of Staff (secondary)
Committee Responsibilities:	Member, LMAC Member, Acute & Community Quality & Operations Committees Attendee, CARE Network Chair, Local Departmental/Division Meetings 6x per year
Time Requirements:	0.45 FTE
Compensation:	\$115,050.90 per year

Qualifications and Competencies:

- Doctor of Medicine (MD) or Nurse Practitioner with current registration and good standing with their respective College and with specialty or subspecialty training, as required of the role.
- 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).
- 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.