

Primary Care Site Medical Lead, Victoria Foundry

Role Focus

The **Primary Care Site Medical Lead, Victoria Foundry** provides on-site medical leadership that supports the delivery of high-quality, patient centred health services within a team-based environment for youth and their families. The position integrates clinical insight with operational decision-making to ensure safe, efficient, and coordinated care.

The Medical Lead is responsible for guiding day-to-day site operations, championing strategic initiatives, and advancing continuous quality improvement. This includes oversight of medical staff recruitment and governance processes, supporting professional standards, and fostering a collaborative, communicative, and engaged medical community.

In this role, the Medical Lead partners in a co-leadership model with operational leadership, sharing accountability for site performance, culture, and quality outcomes. Island Health operates this clinic in accordance with the Memorandum of Understanding established with Foundry Central.

Key Responsibilities:

Operations:

- Maintaining a consistent site presence and liaising regularly with the Manager.
- Providing oversight of site-level administrative procedures to ensure standards of appropriate continuity and results management.
- Supporting the identification and implementation of operational improvements.
- Assisting in the identification of local resourcing needs.

Strategy:

- Implementing strategic initiatives at your site, supporting medical staff participation, as appropriate.

Governance:

- Workforce planning and leading medical staff recruitment processes in alignment with Island Health policies.
- Conducting credentialing in alignment with the Primary Care Site Contracted Healthcare Professionals Governance Policy.
- Managing any concerns related to the professional conduct and performance of medical staff, with support of senior leaders and the Enhanced Medical Staff Support team as required.
- Holding annual medical staff check-ins focused on performance, engagement and well-being, career development, and future workforce planning.

Quality:

- Identifying patient needs and expectations at your site in collaboration with your Community Medical Director to inform local quality priorities.

- Overseeing implementation of continuous quality improvement and innovation initiatives at the site.

Communication & Collaboration:

- Fostering a collaborative environment at your site.
- Implementing regular communication with all members of the medical staff at your site.
- Collaborating with your Community Medical Director, operational leadership, and community partners as required.

Other duties as assigned.

The Details:

Co -lead:	Manager, Victoria Foundry
Reporting to:	Greater Victoria Community Medical Director
Committee Responsibilities:	Co-Chair, Site-level meetings Chair, Primary Care Provider Meetings Member provincial Foundry Medical Leaders Community of Practice
Time Requirements:	0.10 FTE
Compensation:	\$23,521.52 per year

Qualifications and Competencies

- Doctor of Medicine 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.