

# Practice Lead & VGH Site Chief, Gynecology Surgery

## Role Focus

The Practice Lead & VGH Site Chief, Gynecology Surgery provides speciality specific leadership within their department and site, informing practice standards and workforce planning. This leadership role 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.

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.

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## Key Impact Areas

### Quality:

- Collaborating with multidisciplinary leaders through the CARE Networks and Specialty Service Areas in defining departmental quality goals and clinical outcome measures aligned with organizational objectives.
- Division quality assurance, including establishing practice standards and division annual professional development plans, addressing clinical competency concerns, and participating in quality reviews.

### Strategy:

- Participating in strategic planning and goal setting processes within your department, ensuring alignment of strategies within your division, and, as appropriate, with other divisions.
- Developing strategies to engage members of the medical staff to participate in the achievement of the objectives of Island Health.

### Operations:

- Ensuring continuous provision of services within the department/program at the site 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 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 the site, in partnership with the Site Chief, Obstetrics, acting as a primary contact for Medical Staff in the process and liaising with departmental leadership as required.
- Leading local recruitment processes, in partnership with the Site Chief, Obstetrics.
- Ensuring completion of in-depth Medical Staff reviews.
- Accountability of managing unprofessional behaviour and questions of clinical competence.

- Participating in departmental workforce planning discussions to identify current and future workforce needs in your specific area, ensuring workforce strategies are affordable, feasible and in alignment with Clinical Service Planning, in collaboration with local leadership.

**Communication & Collaboration:**

- Advocating for patient-centered care and fostering a collaborative environment.
- Regular communication with division members and leadership colleagues, including Departmental leadership, Site Chiefs, and Chiefs of Staff.
- Promoting participation in organizational activities related to health, safety, and welfare of Medical Staff within your division.
- Representing Island Health in fostering key relationships with external agencies, interest holders, and the media, as directed.
- Engaging with external interest holders to address system-wide strategies, operational standardization, and operational challenges, as assigned.

**Other duties as assigned.**

**The Details:**

Co -lead:	Site Manager co-lead(s)
Reporting to:	Chief of Staff, Victoria General Hospital Department Head, Obstetrics & Gynecology
Committee Responsibilities:	Chair, Specialty Service Area Member, LMAC Member, SISPAC Member, Acute Quality & Operations Committee Member, Perinatal, Newborn & Women’s Health Care Network CEC Co-chair, quarterly division meetings Chair or Delegate Chair, Gynecology QA Member, Department meetings Attendee, Surgery CARE Network if requested Other committees as required
Time Requirements:	0.10 FTE
Compensation:	\$23,521.52 per year

**Qualifications and Competencies**

- Doctor of Medicine (MD) with current registration and good standing with the College of Physicians and Surgeons of BC, 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.