

# **Stand-Alone Division Head, Hospitalist & Family Practice Inpatient Care**

## **Role Focus**

The Stand-Alone Division Head, Hospitalist & Family Practice Inpatient Care provides speciality specific leadership within their division, informing practice standards and workforce planning. The Division Head advises the Health Authority Medical Advisory Committee (HAMAC), the Chief Medical Officer (CMO), and the organization to inform strategy and operations. This leadership role also supports medical staff governance and clinical quality, consistent with Medical Staff Bylaws and Rules, and with Island Health's quality structure.

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## **Key Impact Areas**

As Stand-Alone Division Head, you will be responsible for:

### **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.
- Participating in accreditation processes.

### **Strategy:**

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

### **Operations:**

- Support and guide operational performance and evaluating the effectiveness of those operations to ensure continuous improvement.

### **Governance:**

- Overseeing Credentialling and Privileging activities conducted by the Site Chiefs/Medical Leads.
- Ensuring completion of in-depth Medical Staff reviews.
- Accountability of managing unprofessional behaviour and questions of clinical competence.
- Leading division workforce planning discussions, in collaboration with local leadership, to identify current and future workforce needs in your specific area, ensuring workforce strategies are affordable, feasible and in alignment with Clinical Service Planning,

### **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/Medical Leads, 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.**

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## **The Details:**

Reporting to:	The Executive Medical Director responsible for Hospitalists & Family Physician Inpatient Care, on behalf of the Chief Medical Officer
Direct Reports:	None
Indirect Reports:	Local Site Chiefs
Committee Responsibilities:	Member, Health Authority Medical Advisory Committee Member, Medicine CARE Network Chair, quarterly division meetings Guest, Department meetings, as appropriate Other committees as required
Time Requirements:	0.50 FTE
Compensation:	\$127,786.16 per year

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## **Qualifications and Competencies:**

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