

Physician Leader Opportunity at QHC

Chief/Medical Director of Anaesthesiology

Quinte Health Care is accepting applications for the position of **Chief/Medical Director of Anaesthesiology**. Applications are welcomed with an opportunity for a combination of clinical and leadership work.

This is an opportunity for a physician leader to have a significant impact in long-term planning and quality improvement within your Department and throughout the organization. With QHC's renewed emphasis on quality and process improvement, this is an ideal time to lead a Department with a focus on enhancing quality of care and the patient and family experience across QHC.

About the Position

The Department Chief/Medical Director is responsible for overseeing the members of the Department with respect to quality of care, personnel, and communications. The primary accountability is to ensure that high quality patient-focused care is provided in an efficient and effective manner in alignment with QHC strategic priorities and standards of care. The Chief/Medical Director also works in collaboration with the Program Director to develop program plans and goals, participate in decision-making, and facilitate the management of fiscal, human and material resources assigned to the program.

Key expectations include:

- Involvement in performance evaluation and quality improvement initiatives in the department
- Working with the Chief of Staff's Office on the department medical human resources planning, recruitment, evaluation and talent management
- Encouraging effective communications and collaboration within the Department and with other areas of the hospital, including meetings of the professional staff
- Directing the thorough investigation and resolution of patient complaints, incidents and adverse events
- Participating in corporate planning through the Planning and Priorities Committee and translating the corporate strategic directions into department-specific goals, in partnership with the Program Director
- Overseeing the day-to-day logistics of the Department, such as call schedules
- Contributing as a member of the Medical Advisory Committee
- Participating in region-wide planning initiatives, as appropriate

The complete job description is below.

Administrative support will be available to help with some of the duties. The Department Chief/Medical Director is supported by and works in association with the Chief of Staff and Vice-President and also the Medical Affairs team.

QHC is looking for leaders who can commit at least one day per week to these administrative and leadership duties. Remuneration is competitive for medical leadership roles. Opportunities for Continuing Medical Education will also be provided.

Position Requirements

Applicants for these positions should be able to demonstrate:

- Prior leadership experience and evidence of leadership ability (objectivity, maturity, self-confidence)
- Strong ethical standards and personal integrity and the ability to approach problems with honesty and integrity
- Superior communication and interpersonal skills, a willingness to work collaboratively in a inter-professional environment and an ability to support colleagues, technical and administrative staff
- Clinical competence and good judgment as a respected professional in your field of practice
- Completion of post-graduate leadership/administrative education preferred

Application Process

If you are interested in applying for this leadership opportunity, please contact Dr. Colin MacPherson, Chief of Staff, at cmacpherson@qhc.on.ca. Confidential inquiries are welcome.

Applications – including a CV and expression of interest – are due by 4 p.m. on Wednesday, September 9 to Susan Rowe at srowe@qhc.on.ca.

GENERAL ANAESTHESIOLOGIST JOB DESCRIPTION

Quinte Health Care Anaesthesiologists provide services for General Surgery, Endoscopy, Orthopaedics, Urology, ENT, Obstetrics and Gynaecology, Paediatrics, Psychiatry and Dental Surgery. Practice possibilities include work in a closed ICU.

Quinte Health Care's Anaesthesiology group covers the Operating Rooms, obstetrical services, inpatient acute pain, and preoperative work. About 10,000 surgical procedures are carried out each year. Births at Quinte Health Care each year number between 1,500 and 1,600.

The six operating rooms and pre- and post-surgical care areas at Belleville General Hospital were built in 2014. The operating rooms are large and are well-equipped with high-tech equipment.

Anaesthesiologists have the opportunity to educate and mentor residents from Queen's University, with members usually holding a Queen's University appointment.

Ideal candidates should have an interest in regional anaesthesia and acute pain management.

Candidates must be FRCP-trained and hold or be able to obtain an Ontario independent license with the College of Physicians and Surgeons of Ontario.

Payment is fee-for-service with call stipend.

QUINTE HEALTHCARE CORPORATION

JOB TITLE: Department Chief/Medical Director

TERM: Three years renewable

JOB SUMMARY:

The Department Chief/Medical Director is responsible for overseeing the members of the Department with respect to quality of care, personnel, and communications. The primary accountability is to ensure that high quality patient-focused care is provided in an efficient and effective manner in alignment with QHC strategic priorities and standards of care. The Chief/Medical Director also works in collaboration with the Program Director to develop program plans and goals, participate in decision-making, and facilitate the management of fiscal, human and material resources assigned to the program.

REQUIREMENTS:

- Active membership or eligibility to become an active member of the hospital's Medical Staff;
- Prior leadership experience;
- Completion of post-graduate leadership/administrative education preferred;
- Demonstrated clinical competence and good judgment and is respected in his/her field of practice;
- Possesses evidence of leadership ability (objectivity, maturity, self-confidence) and approaching problems with honesty and integrity;
- Demonstrates superior communication and interpersonal skills, a willingness to work collaboratively in an inter-professional environment and an ability to support colleagues, technical and administrative staff.
- Possesses strong ethical standards and personal integrity.

CONTACTS:

Internal: QHC medical staff, employees and hospital departments, including nursing, allied health and support staff; Senior Leadership Team Members; Board Members; patients and families.

External: Other hospitals and health care service providers, community agencies within the continuum of care, educational institutions, professional associations, colleges and other regulatory bodies.

SUPERVISION RECEIVED: Minimal

SUPERVISION PROVIDED: Responsible for supervising others

WORKING HOURS: Dependent on program size, average of one to one-and-a-half days/week

DEPARTMENT CHIEF ROLE

REPORTS TO: Chief of Staff

APPOINTED BY: Board of Directors, based on the recommendation of the Chief of Staff, who will seek input from the Members of the Department

MAJOR RESPONSIBILITIES

1. Quality and Patient Safety

- Leads the promotion of and adherence to the professional, corporate and program standards of medical practice
- Through evaluation, monitoring and corrective action, ensures effectiveness of the medical care delivered by the Members of the Department
- Contributes as a member of the Medical Advisory Committee

2. Department Leadership and Communication

- Fulfills the roles and responsibilities of the Chief, as defined by the QHC bylaws
- Organizes the physician services to meet the goals of the program
- Oversees the day-to-day logistics of the Department, such as call schedules
- Organizes monthly meetings of the professional staff within the Department

3. Human Resource Management

- Develops the department medical human resources plan working with the Chief of Staff's Office and Program leadership, including short and long term needs, impact analysis, physician recruitment activities, orientation and succession planning
- Conducts an annual review of professional staff privileges in the Department as part of QHC's credentialing process
- Completes bi-annual performance reviews of Department members
- Monitor and address professional staff concerns and complaints
- Encourages continuing medical education related to the program for best practice and quality improvement
- Collaborates with educational institutions to support medical placements at QHC and cross appointments for QHC medical staff
- Works with members of the Department to address behavioral issues and advises the Chef of Staff of any member who is not adhering to the QHC Code of Conduct

MEDICAL DIRECTOR ROLE

REPORTS TO: Vice President

MAJOR RESPONSIBILITIES

1. Quality and Patient Safety

Responsibilities Shared with Program Director:

- Ensures effectiveness of care in the Program through evaluation, monitoring and corrective action
- Encourages and supports quality improvement initiatives
- Promotes and supports education activities that contribute to improvements in the quality and safety of patient care
- Directs the thorough investigation and resolution of patient complaints, incidents and adverse events

2. Program Leadership and Development

- Encourages effective communications and collaboration within the Department and with other areas of the hospital

Responsibilities Shared with Program Director:

- Translates corporate strategic directions and objectives into program-specific goals and objectives
- Develops new or expanded programs and services, including proposal/business plan development, and manages the resulting implementation
- Establishes and maintains internal and external partnerships and ensures appropriate stakeholder involvement in program planning
- Effectively manages the consistent implementation of all corporate policies and procedures within their program area

4. Resource Management

Responsibilities Shared with Program Director:

- Develops and recommends the annual operating and capital budget for the program, in collaboration with peers and corporate staff as appropriate
- Reviews the monthly financial and statistical reports and participates in determining the appropriate actions. Responsible for the delivery of services within approved budget
- Accountable for the overall allocation and efficient utilization of clinical resources. Works with care providers to improve performance
- Leads the development of, monitors and manages clinical and workload metrics, program risk indicators and outcome measures

5. System Wide Planning

- Participates in corporate planning through the Planning and Priorities Committee
- Participates in region-wide planning initiatives, as appropriate