



SURGEON-IN-CHIEF

Applications are invited for the position of Surgeon-In-Chief, Surgery Department

Hamilton Health Sciences (HHS), together with McMaster University, are seeking an outstanding individual with proven administrative experience, strong leadership skills, ability to build strong relationships and lead transformation and innovation.

As part of the HHS Executive Leadership Team, the Surgeon-In-Chief plays a critical role in guiding our organization through strategic planning, organization-wide initiatives, and ensuring the perspectives of the professional staff are incorporated into hospital planning and operations.

Working collaboratively with the Physician-in-Chief, the Surgeon-In-Chief provides leadership in the establishment of an interdisciplinary approach to patient and family-centred care, and is a strong team player, valuing a diversity of perspectives. The Surgeon-In-Chief creates an environment that promotes the commitment to continuous improvement in patient care, patient experience, and patient outcomes. The Surgeon-In-Chief will have a heightened focus on building quality across all HHS sites, participating in local or provincial initiatives that examine quality improvement.

Through partnerships internal and external to the Hospital, the Surgeon-In-Chief works to enhance education, teaching and research throughout the organization. The Surgeon-In-Chief plays a key role in building relationships across the sites of HHS, McMaster University Faculty of Health Sciences, and St. Joseph's Healthcare Hamilton. Partnering closely with McMaster University Faculty of Health Sciences Chair of Department for Surgery, and other University leaders, they will actively promote the Academic Mission of McMaster University Department of Surgery. The role works closely with the Chief of Pediatric Surgery, ensuring alignment in expectations and approaches across the two departments. The Surgeon in Chief will co-lead with administrative colleagues to support HHS' Strategic goals and planning that supports the region and the community that HHS serves.

About HHS

Hamilton Health Sciences is a hospital system of 15,000 staff, physicians, researchers and volunteers that proudly serves southwestern Ontario residents. We also provide specialized, advanced care to people from across the province.

HHS is the only hospital in Ontario that cares for all ages, from pre-birth to end-of-life. We offer world-leading expertise in many areas, including cardiac and stroke care, cancer care, palliative care and pediatrics.

With more than 1223 beds in operation in fiscal 2018/19, HHS experienced 52,296 annual admissions, Surgical Volumes (Inpatient and SDS) of 25,449, and 857,187 ambulatory visits. Given these volumes and more than 15,000 staff, physicians, researchers, volunteers, Hamilton Health Sciences offers an exciting and challenging work environment. Through our affiliation with McMaster University FHS and partnerships with many health care providers and community agencies, Hamilton Health Sciences is at the forefront of innovation and excellence in care, service and research. For more information about Hamilton Health Sciences, read [HHS' Community Report for 2019](#), [HHS' Corporate Strategic Plan 2018-19](#) or the HHS website at: www.hamiltonhealthsciences.ca

About the Surgery Department

The Department of Surgery spans the HHS sites, including the Hamilton General Hospital, Juravinski Hospital and Juravinski Cancer Centre, West Lincoln Memorial Hospital, McMaster Children's Hospital and McMaster University Medical Centre. The department is comprised of more than 200 professional staff. In addition, the Surgeon-In-Chief shares accountabilities for the Interventional Radiology Departments at the General, Juravinski and McMaster Site, working collaboratively with the Chief of Diagnostic Imaging.

The Department of Surgery covers a variety of subspecialties, including Cardiac, General Surgery, Gynecologic Oncology, Neurosurgery, Orthopedics, Otolaryngology, Plastics, Surgical Oncology, Trauma, Urology, and Vascular Surgery, as well as Hyperbaric Oxygen Therapy.

Perioperative Services

Perioperative Services includes the 31 Operating Rooms, 4 Procedure Rooms, Same Day Surgery, Post Anesthesia Recovery Rooms, Endoscopy Services, Interventional Radiology, Medical Device Reprocessing and the Preoperative Clinic for all sites across HHS. The Surgeon-In-Chief, Chief of Pediatric Surgery, Chief of Anesthesia and Executive Director, Clinical Support Services form the Executive Leadership for this portfolio, in a collaborative practice model. The program oversees the care provided to over 30,000 operative patients, endoscopy patients and Interventional Radiology patients annually.

Qualifications

The successful candidate must:

- be qualified to practice medicine and be licensed pursuant to the laws of Ontario;
- have a Certificate of Registration in good standing with the College of Physicians and Surgeons of Ontario and hold Royal College Certification in Surgery, or an equivalent certificate from their most recent licensing body;
- have a current Certificate of Professional Conduct from the College of Physicians and Surgeons of Ontario or the equivalent certificate from their most recent licensing body;
- maintain hospital credentials and an active surgical practice within Hamilton Health Sciences;
- a full time appointment at the appropriate level in the Department of Surgery, Faculty of Health Sciences, McMaster University is required and will be available to the successful applicant;
- Possess exceptional leadership and motivational skills, including strong people development and team-building skills with the ability to initiate and model positive change
- possess advanced inter-personal skills with demonstrated ability to encourage open exchange of information and ideas to achieve results;

- demonstrate self-awareness of personal values, principles, strengths and limitations, and actively seek opportunities for personal learning;
- be able to purposefully build partnerships and build bridges with relevant internal and external stakeholders to create connections, trust, shared meaning and finding new ways to deliver care and support patient experience;
- support a collaborative approach to learning, identifying areas for improvement and outside-the-box thinking;
- demonstrate systems and critical thinking that challenges the status quo, to identify issues, solve problems and designed improved, effective processes across systems while maintaining respectful partnerships;
- have a proven record motivating, inspiring and leading team members to do their best, while removing barriers they may face in their daily work;

The Surgeon-In-Chief is accountable to the Executive Vice President and Chief Medical Executive and is responsible to the Medical Advisory Committee and the Board of Directors. The role is expected to foster an academic environment in collaboration with McMaster University Faculty of Health Sciences and the Chair of Surgery. The Surgeon-In-Chief will serve a five-year term which may be renewed for a second five-year term.

Interested applicants please submit your applications to:

Danielle Fama, Executive Assistant
 c/o Executive VP and Chief Medical Executive Office
 100 King Street West
 Hamilton, ON
 L8P 1A2
 23rd Floor, Room 128
 Ext. 42030
famad@hhsc.ca

Hamilton Health Sciences (HHS) fosters a culture of patient and staff/physician safety, whereby everyone is guided by our Mission, Vision, Values and Values Based Code of Conduct. HHS is a teaching hospital and all staff and physicians are expected to support students and other learners.

HHS is an equal opportunity employer and will accommodate any needs under the Canadian Charter of Rights and Freedom, Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Hiring processes will be modified to remove barriers to accommodate those with disabilities, if requested. Should any applicant require accommodation through the application process, please contact Danielle Fama (905.521.2100 x 42030 famad@hhsc.ca) for assistance. If the applicant requires a specific accommodation because of a disability during the interview, the applicant will need to advise Danielle Fama when scheduling the interview and the appropriate accommodations can be made.

We would like to thank all who apply, but only those selected for an interview will be contacted.

All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be considered first for this position. To comply with the Government of Canada's reporting requirements, the University is obliged to gather information about applicants' status as either Permanent Residents of Canada or Canadian citizens. Applicants need not identify their country of origin or current citizenship; however, all applications must include one of the following statements: "Yes, I am a citizen or permanent resident of Canada" or "No, I am not a citizen or permanent resident of Canada".

McMaster University is located on the traditional territories of the Haudenosaunee and Mississauga Nations and, within the lands protected by the “Dish With One Spoon” wampum agreement. In keeping with its Statement on Building an Inclusive Community with a Shared Purpose, McMaster University strives to embody the values of respect, collaboration and diversity, and has a strong commitment to employment equity. The diversity of our workforce is at the core of our innovation and creativity and strengthens our research and teaching excellence. The University seeks qualified candidates who share our commitment to equity, diversity and inclusion. While all qualified candidates are invited to apply, we particularly welcome applications from women, persons with disabilities, First Nations, Métis and Inuit peoples, members of visible minorities, and LGBTQ+ persons. Job applicants requiring accommodation to participate in the hiring process should contact the Human Resources Service Centre at 905-525-9140 ext. 222-HR (22247) or the Faculty of Health Sciences Human Resources office at ext. 22207 to communicate accommodation needs.

***Deadline date for receipt of applications is September 16, 2019
A teaching hospital affiliated with the Faculty Health Sciences, McMaster University
(Department of Surgery)***