



## **SENIOR MEDICAL OFFICER, MEDICAL AFFAIRS**

**Applications are invited for the position of Senior Medical Officer**

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

### ***Role description***

The Senior Medical Officer will work closely with the Executive Vice President & Chief Medical Executive (EVP/CME) to oversee the medical quality of care agenda and provide strategic leadership to the Medical Affairs department and its accountabilities.

This new and critical role will include key accountability related to: strategic oversight of Medical Affairs, strategic partnership in organizational initiatives and hospital planning, medical practice expertise and quality of care, strategic partnership and relationship building with the university, and an advocate for physicians including oversight for proactive and reactive physician behaviour, performance and workforce planning.

The Senior Medical Officer will work collaboratively with physician leaders, university partners, and internal administrative leaders to strategically advance the organization and Medical Affairs, ensuring the perspectives of professional staff are incorporated into hospital planning and operations. A key component of this role will be to maintain and strengthen university relations, to effectively influence and advance opportunities for strategic partnership. This role helps to identify and enhance working relationships that contribute to HHS education, teaching and research throughout the organization.

The Senior Medical Officer will create an environment that promotes the commitment to continuous improvement in patient care, patient experience, and patient outcomes. They will have a heightened focus on building quality across all HHS sites, participating in local or provincial initiatives that examine quality improvement. Their role will include participating in, leading others through, and embodying behaviours consistent with the CQI management system. The Senior Medical Officer will collaborate with inter-professional practice chiefs for the purpose of enhancing inter-professional practice across HHS.

Assisting and supporting the EVP/CME, and in partnership with organizational resources such as Human Resources, the Senior Medical Officer will provide medical practice scope and

expertise, including support and guidance to physician leaders (i.e. Department Chiefs, Heads of Service, etc.) related to clinical practice, performance and behaviour. This role will model people leadership by valuing diversity of perspectives, advocating for development opportunities, and acting as a coach and resource to physicians and physician leaders at HHS.

### **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, [HHS' Community Report for 2019](#), [HHS' Corporate Strategic Plan 2018-19](#) or the HHS website at: [www.hamiltonhealthsciences.ca](http://www.hamiltonhealthsciences.ca)

### **About Medical Affairs**

Medical Affairs is responsible for administrative aspects of the medical, dental and midwifery staff (i.e. professional staff), and acts as a professional affairs body and strategic partner to physicians and organization. The department works closely with the Executive Vice President & Chief Medical Executive (EVP/CME), Department Chiefs, and internal administrative partners such as Human Resources and Finance. The department also provides regional credentialing support to peer hospitals, supports physician learners at McMaster University Faculty of Health Sciences (FHS), and partners with McMaster University on various initiatives and projects.

### **Qualifications**

*The successful candidate must:*

- be an internal applicant and a practicing physician within Hamilton Health Sciences
- 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;
- 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 practice within Hamilton Health Sciences';

- a full-time appointment at the appropriate level within the 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;
- have previous experience with formal or informal leadership positions (i.e. department leaders, Chair/Chief positions, committee Chairs) at HHS, McMaster University, or other hospitals or universities;
- thorough understanding of the Hamilton Health Sciences Professional Staff By-Laws, Public Hospitals Act, and associated regulatory requirements in Ontario/Canada, and commitment to the learning and development of others as related to these bylaws;
- possess advanced inter-personal skills with demonstrated ability to encourage open exchange of information and ideas to achieve results;
- have demonstrated experience working with others to manage complex issues, such as behavioural or clinical practice concerns, with respect and sensitivity;
- 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;
- have experience with quality improvement initiatives in medical or related environments;
- 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; and
- 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 Senior Medical Officer is accountable to the Executive Vice President and Chief Medical Executive and has reporting oversight for the Medical Affairs department at HHS. The Senior Medical Officer will serve a four-year term which may be renewed for a second four-year term.

***Interested applicants please submit your application to:***

***Applications should include an updated CV and letter outlining your relevant experience and qualifications for the position.***

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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](mailto: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.**

***Deadline date for receipt of applications is February 3, 2020.***