



Chief, Complex Care, Aging and Palliative Care

Applications are invited for the position of Chief, Complex Care, Aging and Palliative Care

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

The Chief of Complex Care, Aging and Palliative Care plays a critical role in building relationships across the sites of HHS, McMaster University Faculty of Health Sciences, and St. Joseph's Healthcare Hamilton and primary care in the community. This position is also the Chief of the Medical Assistance in Dying (MAiD) program across HHS.. Partnering closely with McMaster University Faculty of Health Sciences (FHS) Chair of the Department of Family Medicine, and other University leaders, the Chief of Complex Care, Aging and Palliative Care will co-lead with administrative colleagues to support HHS' Strategic goals and planning that supports the region and community HHS serves. The Chief will support the transformation agenda at HHS with new initiatives such as the Hospital Information System renewal, and will take an active involvement as Chief in co-leadership with a management partner, in accord with the model at HHS.

The Chief champions the establishment of an interprofessional approach to patient and family-centred care, and is a strong team player, valuing the diversity of perspectives. The Chief creates an environment that promotes the commitment to continuous improvement of patient care, patient experience and patient outcomes. The Chief will have a heightened focus on building quality across all subspecialties, including fostering improvement opportunities that address appropriate utilization of services while ensuring best care for patients. The Chief will lead and champion quality of care programs within Complex and Palliative Care.

Through partnerships internal and external to the Hospital, the Chief works to enhance education, teaching and research throughout the organization. Partnering closely with McMaster University FHS Chair of Family Medicine, and other McMaster University FHS leaders, the successful candidate will actively promote the Academic mission.

About HHS

Hamilton Health Sciences offers an exciting and challenging work environment. Our hospital system is run by 15,000 staff, physicians, researchers and volunteers and proudly serves millions of 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 1224 beds in operation in fiscal 2019/20, HHS experienced 52,155 annual admissions, Surgical Volumes (Inpatient and SDS) of 24,586, and 873,002 ambulatory visits. Given these volumes and more than 15,000 staff, physicians, researchers, volunteers, and 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 2020](#), [HHS' Corporate Strategic Plan 2018-19](#) or the HHS website at: www.hamiltonhealthsciences.ca

About the Department of Complex Care, Aging and Palliative Care

The Department of Complex Care, Aging and Palliative Care provides services to in-patients primarily at the St. Peter's Hospital site, while also providing Palliative Care Consultation services at the Juravinski and Hamilton General Hospital. The in-patient programs at St. Peter's include Restorative Care, Medically Complex, Behavioural Health and a 60 bed Clinical Teaching Unit (CTU) in Palliative Care.

The medical model consists of family physicians with enhanced skills in complex care who act as the MRP, supported by specialists in geriatrics, psychiatry and geriatric psychiatry. The palliative care CTU is staffed by 2 palliative care specialists supported by family physicians with expertise in palliative care. In addition to the in-patient services, St. Peter's Hospital is home to the Centre for Healthy Aging (CFHA) and the GERAS centre for geriatric research. The CFHA provides out-patient consultation services in geriatric medicine, falls clinic and a memory clinic, along with geriatric mental health outreach. The MAiD program uses an interprofessional team to provide services to HHS patients across all sites

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 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;

- be eligible for and maintain hospital credentials and an active Complex Care or Palliative Care practice within Hamilton Health Sciences, acknowledging that Complex Care does include a variety of areas of specialty including geriatrics and rehabilitation;
- accept an appointment at the appropriate level in the Department of Family Medicine, Faculty of Health Sciences, McMaster University;
- possess exceptional leadership skills, grounded in respect for every individual, leading with humility, systems thinking, and an unwavering commitment to quality improvement;
- have 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;
- supports MAiD as an end-of-life care option for eligible patients
- support a collaborative approach to learning, identifying areas for improvement and outside-the-box thinking;
- have a proven record in leading and initiating quality of care initiatives in complex continuing care, aging and palliative care;
- demonstrate systems and critical thinking that challenges the status quo, to identify issues, solve problems and design improved, effective processes across systems while maintaining respectful partnerships;
- have a record of working collaboratively with management partners to address and advance the delivery of high quality clinical care and to implement new programs, in a way that aligns with the collaborative leadership model at HHS;
- have a proven record motivating, inspiring and leading team members to do their best, while removing barriers they may face in their daily work;
- have a commitment to supporting and delivering on the principles of equity, diversity and inclusion as it relates to both staff and patients

The Chief is accountable to the Executive Vice President Academic 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 Family Medicine. The Chief will serve a four-year term which may be renewed for a second four-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 January 7, 2022

A teaching hospital affiliated with the Faculty Health Sciences, McMaster University
(Department of Family Medicine)