



Chief, Department of Family Medicine, Complex Continuing & Post-Acute Care

Applications are invited for the position of Chief, Department of Family Medicine, Complex Continuing & Post-Acute Care

Hamilton Health Sciences (HHS), is seeking an outstanding individual with proven administrative and clinical experience, strong leadership skills, ability to build strong relationships and lead transformations in care delivery.

The Chief of Family Medicine, Complex Continuing & Post-Acute Care plays a critical role in building relationships across the sites of HHS and increasingly with our community primary care partners. The Chief will lead in collaboration 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, and will take an active involvement as Chief in collaboration with management partner(s) in accord with the dyad leadership model at HHS.

The Chief champions the establishment of an inter-professional 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 HHS sites, including strengthening resiliency to empower and support staff well-being and fostering improvement opportunities that address appropriate utilization of services while ensuring best care for patients. The Chief works closely with the Chiefs of Medicine, Emergency Medicine, Pediatrics, and Obstetrics and Gynecology as appropriate in order to ensure alignment in expectations and approaches across the departments.

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

We are the largest employer in the greater Hamilton region and play a vital role in training the next generation of health professionals in collaboration with our academic partners, including McMaster University and Mohawk College. We are a world-renowned hospital for healthcare research, ranked fourth in Canada and we focus on improving the quality of care for our community through innovation and evidence-based practices. Our multi-site hospital has over 1,100 beds and we offer world-leading expertise in many areas, including cardiac and stroke care, cancer care, palliative care, and pediatrics.

Open the door to a career that evolves with you. Start exploring opportunities now and join our team of over 15,000 dedicated staff, physicians, researchers, and volunteers. For more information about Hamilton Health Sciences, read [HHS' Community Report for 2022-23](#), or the HHS website at: www.hamiltonhealthsciences.ca

About the Department of Family Medicine, Complex Continuing and Post-Acute Care

The Department of Family Medicine, Complex Continuing and Post-Acute Care encompasses family physicians and specialist post-acute providers across HHS. The portfolio also includes physician leadership in both Palliative Care and MAiD. There are upwards of 400 family physicians that practice across the communities of Hamilton and West Lincoln. Our family physicians provide care within the Hamilton Family Health Team, the McMaster Family Health Team, various Community Health Centres, and community practices within the greater Hamilton area and several distinct practice groups servicing West Lincoln. We provide active in-hospital acute and chronic care, as both community physicians and hospitalists at Juravinski Hospital, McMaster Children's Hospital, West Lincoln Memorial Hospital, St. Peter's Hospital and the Satellite Health Facility. Our physicians provide true "lifetime care" ranging from intrapartum and newborn to end of life care.

Our in-patient programs at St. Peter's Hospital include Restorative Care, Medically Complex, Behavioural Health and a 60 bed Clinical Teaching Unit (CTU) in Palliative Care. Currently, there are 235 inpatient beds for these 4 program streams. Our medical model is that of family physicians with enhanced skills in complex care who act as the MRP, supported by specialists in Geriatric Psychiatry, Medicine, and Physical Medicine and Rehabilitation. Our Palliative Care CTU is staffed by both family physicians (2) and an internist (1) who are all palliative care certificants. In addition to the inpatient services, St. Peter's Hospital is home to the Centre for Healthy Aging (CFHA) and the GERAS Centre for Aging Research. The CFHA provides outpatient consultation services in geriatric medicine, falls clinic and a memory clinic, along with geriatric mental health outreach.

Our SHF hospitalist team provides all medical care at the 120 bed Satellite Health Care Facility. They are supported with a full complement of inter-professional providers and a strong management team. At WLMH inpatient adult MRP care is provided by the patient's local family physician OR by our WLMH hospitalist team. Newborn Care at MCH is provided by our Newborn Care team.

Our department has a strong presence within the McMaster Department of Family Medicine and many of our physicians are actively involved in the teaching of undergraduate medical students and Family Medicine residents. The full time faculty are active members of the Department of Family Medicine, Complex Continuing and Post-Acute Care at HHS or the Department of Family Medicine at St. Joseph's Healthcare Hamilton (SJHH). We have a collaborative community education forum with our academic partners and are actively partnered with the Greater Hamilton Health Network (GHHN) with whom we host monthly Primary Care Town Halls.

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;
- maintain hospital credentials and an active clinical practice within Hamilton Health Sciences;
- hold an academic appointment in the Department of Family Medicine, Faculty of Health Sciences, McMaster University, or a cross appointment if already holding an appointment in another academic department in the Faculty of Health Sciences;
- have recognized training (CCFP or FCFP) in Family Medicine, experience working in a busy Medicine unit, and experience in leadership roles within a Family Medicine environment;
- 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;
- 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 family medicine;
- 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 Medicine. The Chief will serve a four-year term which may be renewed for a second four-year term.

As a condition of employment, you are required to submit proof of full COVID-19 vaccination to Employee Health Services.

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

Interested applicants please submit your application 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, including aligning with the journey of the [2023-28 Equity, Diversity and Inclusion Plan](#). 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.

***Deadline date for receipt of applications is Monday March 4th
A teaching hospital affiliated with the Faculty Health Sciences, McMaster University***