

POSTING

SENIOR MEDICAL DIRECTOR VANCOUVER ACUTE

Vancouver Acute (VA) is recruiting for the position of Senior Medical Director (SMD). VA consists of GF Strong Rehab Hospital, UBC Hospital and Vancouver General Hospital, all part of the Vancouver Coastal Health (VCH) Authority. There are approximately 830 inpatient beds and multiple active ambulatory programs across VA.

The SMD is directly accountable to the Vice President, Medicine, Quality & Safety with matrix reporting to the Vice President, Vancouver Acute. As a member of the VA Senior Leadership Team, the SMD provides senior medical administrative leadership and decision-making in relation to operational and strategic matters. As the senior medical professional for VA, he/she provides leadership to the medical staff with respect to their professional activities and directs the medical aspects of care within all the programs in the facilities under the jurisdiction of VA. The SMD also fosters relationships with the College of Physicians and Surgeons of British Columbia (CPSBC) and other professional associations. He/she is the primary administration link within VA with respect to medical staff bylaws, performance evaluation, credentialing, appointments and re-appointments, negotiation of compensation, and mediation in conflict situations. Additionally, the incumbent maintains faculty appointments, professional memberships and associations and may represent VCH on legislative and other committees and boards. The incumbent will work with Physician Relations & Compensation on all matters related to contracting of Physician services within the parameters of VCH Policy.

The applicant should have a Medical Degree and eligibility for licensure with the CPSBC supplemented by at least ten years' recent experience in medical administration in a progressively more complex and senior leadership role within a large teaching hospital. A Masters Degree in Health Administration, Business Administration, Public Health or Epidemiology would be an asset. Eligibility for a faculty appointment with the University of British Columbia, School of Medicine is required.

See full role description attached.

Interested applicants are asked to submit a letter of interest and curriculum vitae in confidence by March 12, 2021 to:

Dean Chittock
VP Medicine, Quality & Safety, VCH
Email: Dean.Chittock@vch.ca

- *Provide outstanding service and respond to needs in a timely and innovative manner;*
- *Serve openly and honestly in a caring and compassionate environment of trust and respect; and*
- *Focus on effectiveness, efficiency, best practices and health outcomes, holding oneself accountable for results.*

ROLE DESCRIPTION

Business Title:

Senior Medical Director, Vancouver Acute (VA)

Job Class Code:

003792

Role Summary:

The Senior Medical Director (SMD) is directly accountable to the Vice President, Medicine, Quality & Safety with matrix reporting to the Vice President, Vancouver-Richmond Acute. He/she provides leadership to medical staff with respect to their professional activities and directs the medical aspects of care within all program in the facilities under the jurisdiction of VA. The SMD also fosters relationships with the College of Physicians and Surgeons of British Columbia and other professional associations. He/she is the primary administration link within VA with respect to medical staff bylaws, and will work with the Regional Department Heads and Site Department Heads to implement and record performance evaluation, credentialing, appointments and re-appointments. Additionally, the incumbent maintains faculty appointments, professional memberships and associations and may represent Vancouver Coastal Health (VCH) on legislative and other committees and boards. The incumbent will work with Physician Relations & Compensation on all matters related to contracting of Physician services within the parameters of VCH Policy.

Key Accountabilities:

- Collaborates as a member of the VA Executive Team (VAET), the Health Authority Medical Advisory Committee (HAMAC), the Regional Executive Medical Group (EMG), the Area Medical Advisory Committee (AMAC), and other committees and meetings as required.
- Establishes clear guidelines and policies consistent with Medical Staff By-laws through active participation in the development of the operation and strategic direction for VA.
- Provides overall leadership for medical activities within VA in accordance with the Standards and Codes of Ethics adopted by the College of Physicians and Surgeons of British Columbia.
- Works with both the Regional and Site Department Heads to create a Physician Resource plan for VA that supports the accomplishment of goals and objectives provided in the VCH Service Delivery Plan and ensures ongoing availability of qualified and technically competent medical staff.
- Ensures delivery of effective medical services for VA in accordance with the established service delivery plan and in compliance with budget, volume and quality targets and overall VA contributions to the VCH Service Delivery Plan.
- Develops integrated processes and mechanisms to encourage best practices, improve clinical outcomes, and achieve defined standards of care.
- Ensures regional credentialing policies, standards and practices for medical staff are implemented within VA.
- Builds successful relationships with professional associations, external agencies, academic institutions, and other organizations on a provincial, national and international level to

influence medical practice, support program planning and teaching activities, and create partnerships and opportunities for students and medical staff development.

- Works with the Regional and Site Department Heads to foster internal partnerships to expedite medical staff recruitment, retention and compensation negotiation consistent with the established service delivery plan, as well as ethical, regulatory and patient care requirements.
- Manages physician issues related to professional conduct.
- Oversees investigation/resolution of complaints and concerns regarding medical care.
- Manages issues related to the Bylaws, Rules and Regulations.
- Oversees issues related to the Medical on Call Availability Program (MOCAP), including outstanding contracts.
- Oversees day-to-day privileging and credentialing and the reappointment process.

Qualifications:

A Medical Degree and eligibility for licensure with the College of Physicians and Surgeons of British Columbia supplemented by at least ten years' recent experience in medical administration in a progressively more complex and senior leadership role within a large teaching hospital. Masters Degree in Health Administration, Business Administration, Public Health or Epidemiology would be an asset. Eligibility for a faculty appointment with the University of British Columbia, School of Medicine required.

Competencies:

Refer to the VCH enabling competencies for Senior Leader positions.

ROLE SPECIFIC EXPERTISE:

- Uses sound business acumen to develop and foster collaboration and effective working relationships with stakeholders that promote cooperative goals and contribute to an atmosphere of trust and mutual respect.
- Applies superior conflict management skills and expertise to persuade and negotiate effective resolution of issues/disputes.
- Inspires a shared vision and aligns performance goals and objectives for medical staff to ensure match with service delivery strategy while maintaining group cohesiveness, motivation, commitment and effectiveness.
- Provides timely and appropriate advice and consultation utilizing effective targeted communication strategies to gain acceptance of recommendations and to facilitate effective decision making and operations within the intent of the medical by-laws
- Builds credibility, understanding and trust in the external community to assist VA and VCH to meet its strategic directions
- Ability to manage diverse human, financial and physical resources within a complex environment;
- Proven ability to foster partnerships and to achieve organizational goals within VA; and
- Ability to foster a climate of cooperation amongst, and build solid relationships with public agencies, foundations, government, boards, committees and other partners.



Signature

February 27, 2020

Date