

INVITATION FOR EXPRESSION OF INTEREST

Providence Health Care Head, Department of Pathology and Laboratory Medicine

Providence Health Care (PHC) is seeking expressions of interest from suitable qualified candidates for the role of Head, Department of Pathology and Laboratory Medicine.

PHC is one of the largest faith-based health care organizations in Canada. The Department of Pathology and Laboratory Medicine is a key contributor to our dynamic academic health care network operating tertiary and community acute care sites, rehabilitation and residential facilities in Vancouver, BC. Working in strong collaborative relationships with key partners including the Vancouver Coastal Health Authority, the University of British Columbia, the Provincial Health Services Authority, and others, we contribute to the spectrum of health care delivery in British Columbia and provide leading services and internationally recognized research and teaching.

The Department of Pathology and Laboratory Medicine, formally established in 1921, today provides a full range of specialty and subspecialty laboratory diagnostic services for PHC at two laboratory sites (St. Paul's Hospital and Mount St. Joseph Hospital). The laboratory has over 300 employees, 36 medical and scientific staff, and reports 5.5 million test results annually.

The department's vision is to be a leader in healthcare transformation at the intersection of diagnostic medicine, translational biomedical research, and healthcare innovation. The major strengths and areas of expertise are in diagnostic mass spectrometry, molecular diagnostics in microbiology/virology, specialized testing for coagulation disorders, provincial programs in renal pathology and cardiovascular pathology, and high-volume breast pathology and colorectal pathology services. <http://providencelaboratory.com/>

The Department is part of the Vancouver Coastal Health regional department and Lower Mainland Labs consolidated services. Our staff are highly involved in administration and leadership at local, provincial, and national levels.

Overview of the position and responsibilities

In accordance with the Mission, Vision, Values and the Strategic and Ethical framework of PHC, the PHC Department Head:

- provides medical leadership to all members of the Department encompassing all PHC sites
- provides clinical, academic and strategic advice to PHC leadership developed in consultation with Department members
- oversees medical human resource planning for the Department and implements medical quality assessment and physician practice enhancement in collaboration with Regional and Provincial partners
- participates in and represents PHC in Provincial matters and with Regional Partners in Vancouver Coastal Health and other partner organizations

The PHC Department Head is accountable to:

- The PHC Vice President of Medical Affairs, and to the Board through the PHC Medical Advisory Committee, for appointment and credentialing, medical manpower planning, physician performance, medical quality evaluation and innovation and leadership in improving all aspects of patient care quality.

- The PHC Chief Operating Officer, Acute Care for strategic planning and integration of laboratory services in support of PHC clinical programs
- The UBC Department Head as appropriate for academic affairs
- The Regional Department Head, PHC & VCH for medical quality evaluation and overall regional manpower planning

Requirements & Remuneration

Medical staff within the Department are part of a clinical services contract and are remunerated as per provincial grid. Additional leadership remuneration is at a rate agreed upon with PHC in accordance with duties, experience and required time.

Term of Appointment

The PHC Department Head may be appointed for a maximum of two (2) consecutive five (5) year terms.

Qualifications

Candidates must be MDs and appropriately certified with the Royal College of Physicians & Surgeons of Canada in a laboratory medicine specialty, eligible for full licensure with the College of Physicians & Surgeons of BC, and must maintain membership in good standing with these organizations.

Candidates will have demonstrated superior interpersonal and management skills that will enable the PHC Department to maintain and further develop clinical, research and teaching expertise.

Candidates will have more than five (5) years of recent clinical leadership experience in an acute care setting and demonstrated clinical excellence and outcomes. This experience will be complemented by knowledge of quality/risk management, accreditation guidelines and relevant legislation.

Candidates will have a demonstrated capacity for research and ability to provide mentorship for academic endeavors.

Demonstrated Skills & Abilities

- leadership, including the ability to inspire and direct teams; the capacity for interpersonal insight, vision development and motivation
- systems thinker
- strong organizational commitment including
 - clarity of values and direction
 - commitment to resource stewardship and management
- demonstrated engagement skills with high level of proficiency in managing relationships and building networks
- demonstrated communication skills and expertise in building and leading teams
- demonstrated analytical and strategic skills
- ability to conduct and foster research and work collaboratively with other academic & research leaders
- models a high standard of professional behaviour and personal conduct

Submission and Deadline

Expressions of Interest with curriculum vitae and contact details should be sent to Executive Assistant to the PHC Vice President, Medical Affairs, **by October 11, 2019**.

E-mail: phicks@providencehealth.bc.ca Fax: (604) 806-9299
Attention: Medical Affairs, St. Paul's Hospital, Room 541-N,
1081 Burrard Street, Vancouver, BC. V6Z 1Y6