



Expression of Interest
Head, Division of Long-Term Care

AND

Physician Program Director, Long-Term Care

Position Summary

Within the context of a patient and family-centered model of care, and in accordance with the Mission, Vision, Values and strategic directions of Providence Health Care ("Providence"), we are seeking qualified candidates from the Department of Family Medicine for the role of **Head, Division of Long-Term Care and Physician Program Director Long-Term Care** at Providence.

(1) Responsibilities of the Head, Division of Long-Term Care

The Division Head provides leadership support to the Medical Staff in the delivery and management of patients. This includes program planning and management of Medical Staff resources, quality improvement, and upholding patient and family-centered care. The Division Head will have the following responsibilities:

- In collaboration with the appropriate Program, Academic and Department leadership develops and implements a medical staff human resources plan for the Division;
- Lead strategic planning for the Division in consistent with the Departmental strategic goals and PHC's strategic plan;
- Provide leadership to all members of the Division, fostering a culture of collaboration, diversity, and inclusion;
- Ensure alignment with PHC bylaws, rules, and policies, as well as UBC Faculty of Medicine policies;
- Work with the Department Heads and relevant stakeholders to establish and maintain professional practice standards within the Division, as well as systems to ensure that these standards are met or exceeded;
- Assist in fulfilling education and research objectives within the Division, in accordance with the Master Affiliation Agreement between PHC and the UBC Faculty of Medicine.

In completing their responsibilities, the Division Head will work in collaboration with the appropriate Program Director to manage the quality of services provided. The Division Head reports to the Department of Family Medicine Head and is accountable to the Vice President of Medical Affairs, through the Department Head, for academic and professional practice matters.

(2) Responsibilities of the Physician Program Director, Long-Term Care

This position works in collaboration with the Program Director, the Patient Care Managers, and the Lead Physicians for the Long-Term Care Program.

The Physician Program Director provides leadership support to the Program area at its related clinics in the delivery and management of medical care. This includes program planning and management of Medical Staff resources, quality improvement, and ensuring that the standard of care are met or exceeded.

The Physician Program Director will have the following responsibilities:

- Support the development and achievement of the Program goals;
- Partner with operational leadership and nursing leadership;
- Manage medical staff resources, scheduling, volumes, workflow, etc.;
- Support and develop quality of care and patient safety initiatives;
- Evaluate the quality of medical care; AND

- Attend meetings as required to carry out the duties of a Physician Program Director.

The Physician Program Director/Division Head reports to the VP LTC for operational issues and Department Head, Family Medicine for academic and professional practice matters.

The combined time commitment for the two positions is approximately 14 hours per week, with a stipend in accordance with the Health Employers Association of British Columbia Medical Leadership Compensation Framework. The positions are for a **5-year term**, with the possibility of renewal.

Qualifications

Candidates must be appointed to the Medical Staff at Providence and be a member of the Department of Family Medicine, and must:

- demonstrate strong leadership skills including the ability to effectively manage teams;
- have excellent interpersonal communication skills with the ability to work collaboratively within a multidisciplinary team;
- have the ability to deal with a host of interdisciplinary issues involving professional and resource allocation challenges;
- have exceptional problem-solving skills and the ability to help others to use the same analytical thought processes; and
- have credibility among their peers and the ability to build strategic partnerships across Providence.

The successful candidate will also exemplify Providence's values and contribute to a culture of equity, diversity, and inclusion. In addition, Providence is committed to our responsibilities on Truth and Reconciliation. We hold ourselves accountable for making our care, facilities and services a safer experience for Indigenous patients, residents, families, staff and Medical Staff. The physician leader will have an important role in ensuring that the Medical Staff are meeting our commitments and accountabilities through implementation of the [Indigenous Wellness and Reconciliation Action Plan](#) and the [Indigenous Cultural Safety Policy](#).

Why PHC

Providence is a non-profit faith-based organization that provides services in partnership with Vancouver Coastal Health and the Provincial Health Services Authority. At Providence we embrace compassionate care, social justice, and innovation while delivering medical services to vulnerable populations across Vancouver and its neighbouring communities. Providence is committed to building a culture of equity, diversity, and inclusion where the staff and Medical Staff – both current and prospective – feel welcomed, valued, and supported to thrive in their work. As we look towards the future, we are led by four strategic pillars: quality-forward, people-forward, learning-forward, and partnerships-forward. We invite you to join us as we work towards building the future of healthcare in British Columbia.

How to Apply

Physicians from all backgrounds are encouraged to apply. Providence is deeply committed to building diversity within our community, and encourage applications from Indigenous persons, people of colour, persons with disabilities, persons of any sexual orientation or gender identity, and others who may contribute to the further diversification and inclusion of ideas, practices, and ways of knowing that can improve our care and services.

Please submit a cover letter and resume to Dr. Janet Kow at janet.kow@phc.ca on or before January 30, 2026.

For additional information, please contact: Dr. Janet Kow at janet.kow@phc.ca.