

Unity Health Toronto

Unity Health Toronto is one of Canada's largest Catholic healthcare networks serving patients, residents and clients across the full spectrum of care. With an annual budget of more than \$1 billion and 1,100 inpatient beds, Unity Health's clinical services span primary care, secondary community care, tertiary and quaternary care services to post-acute through rehabilitation, palliative care and long-term care, while investing in world-class research and education. Unity Health's more than 10,000 staff and physicians serve communities from Etobicoke to Scarborough through the following hospitals within its network:

St. Joseph's Health Centre

St. Joseph's Health Centre Toronto is a Catholic community teaching hospital affiliated with the University of Toronto and accredited with exemplary standing by Accreditation Canada. For over 100 years, St. Joseph's has been serving the healthcare needs of the diverse communities of southwest Toronto.

St. Michael's Hospital

St. Michael's Hospital is a Catholic teaching and research hospital in downtown Toronto. Affectionately known as the Urban Angel, St. Michael's is renowned for providing exceptional patient care. As downtown Toronto's adult trauma centre, the hospital is a hub for neurosurgery, complex cardiac and cardiovascular care, diabetes and osteoporosis care, minimally invasive surgery and care of the homeless and disadvantaged. Fully affiliated with the University of Toronto and home to the Li Ka Shing Knowledge Institute, St. Michael's provides outstanding medical education to healthcare professionals in 29 academic disciplines.

Providence Healthcare

Providence is a Catholic healthcare organization and a leader in rehabilitation, palliative care, long-term care and community programs in Toronto. Providing care through its hospital, long-term care home and adult day program, the organization's innovative approaches benefit more than 5,000 people each year.

Vision, Mission & Values

For more than a century, Providence, St. Joseph's and St. Michael's have been committed to fulfilling our tradition of compassionate quality care instilled in us by our founders, the Sisters of St. Joseph of Toronto. Today, our vision, mission and values are foundational to how our teams work together to deliver high-quality care to all in need.

Our inspiring shared vision comes from the hearts and minds of the people across Unity Health Toronto. It is rooted in our commitment to care for the whole person – body, mind and spirit – and sets our course toward excellence in person-centred care.

Our mission describes our core role, who we serve and for what purpose. It's why we are here. Our core values guide the actions of employees, physicians, volunteers and learners in our goal of providing care to everyone with respect, compassion and dignity. They are embedded in processes for hiring and onboarding staff, in our decision-making and strategy deployment, and in how we communicate with, recognize and celebrate each other.

Unity Health's Vision

The best care experiences. Created together.

Unity Health's Mission

Unity Health Toronto is a Catholic healthcare organization providing compassionate physical, emotional and spiritual care to all in need. We advance excellence in healthcare through world-class education, research and innovation.

Unity Health's Values

Unity Health's values are the guiding principles that express commitment to each other, to those in Unity Health's care, and to Unity Health's legacy:

- **Human Dignity:** We affirm that every person has sacred value and is worthy of respect.
- **Compassion:** We enable health and healing by understanding each person's needs and by providing care with kindness and sensitivity.
- **Excellence:** We strive to achieve the best care and quality through innovation and continuous improvement.
- **Community:** Together, we embrace diversity, trust, joy and teamwork to fulfil human potential.
- **Inclusivity:** We foster an inclusive, welcoming environment where everyone is treated equitably and without judgment.

The Position

Vice President Clinical, Rehabilitation & Transitions

Reporting to the Executive Vice President, Clinical Programs, People and Chief Nursing & Health Professions Officer of Unity Health Toronto, the Vice President Clinical, Rehabilitation and Transitions is a member of the network executive team, contributing to the development and execution of the strategic directions of the network, as well as providing oversight of the clinical quality, operational effectiveness, financial stability and general efficiency of clinical programs across Unity Health Toronto. The Vice President has leadership and operational responsibilities for a portfolio of clinical programs with a concentration at the Providence Healthcare site, which includes a 245 bed rehabilitation, complex care and palliative care hospital with inpatient and ambulatory programs as well as a 288 bed long term care home and an active community support service for cognitively impaired adults. Within the VP portfolio are both the Rehabilitation & Palliative Care Program and the Seniors Health & Ambulatory Care Program as well as Pharmacy services across all our sites. This VP also provides leadership representation at the East Toronto Health Partners and in the Scarborough Ontario Health Team (OHT)

The Vice President plays a key role in supporting and advancing Unity Health Toronto's unique values-based culture by demonstrating principled leadership, embedding patient centred care and ensuring that service delivery within the clinical programs are aligned with the network's mission, vision, values, and strategy. This role requires an authentic leader with superior relationship management skills to collaborate with stakeholders across Unity Health Toronto and in the broader health system, and to develop strong, high-performing teams. The Vice President will provide outstanding leadership in achieving our goal - ensuring the best possible patient experience across the network and working with the community partners to better integrate services.

An optimistic and enthusiastic leader, the successful candidate will possess thorough

understanding of, and appreciation for, the complexities and stakeholder dynamics of long term care, rehabilitation, community services and academic health centres, which integrate patient care with teaching and research. The successful candidate will have progressive experience in leadership of clinical programs in a complex health care environment, a post-graduate degree in nursing or other healthcare discipline, health policy or business/health/public administration and demonstrated success with co-design, coaching and mentoring methodologies.

Key Job Responsibilities

Strategy and Planning

- As a member of Unity Health Toronto's executive leadership team, contributes to the development and execution of Unity Health Toronto's overall strategic and operating plans
- Leads the development and execution of plans for the growth, management, and performance of specific assigned clinical programs in collaboration with relevant site leads
- Champions and contributes to the network's patient and resident care quality and patient safety agenda, in collaboration with other medical and operational leaders
- Advances external partnerships to enhance Unity Health Toronto's impact, performance and reputation as a key partner in system-wide service planning and delivery, with a focus on our local communities

Clinical Program Leadership

- Provides executive and operational leadership of the services for the programs of Pharmacy, Seniors Health and Ambulatory Care, Rehabilitation, Complex Continuing Care and Palliative Care and the Houses of Providence Long-term Care Home.
- In partnership with the Chief and Director of Medical Affairs at PHC drives excellence in clinical care across their programs
- Ensures that network plans, priorities and initiatives are supported, implemented and sustained within the programs for which he/she is accountable
- Is accountable for the leadership, performance and operations of identified clinical programs at Unity Health Toronto
- Contributes to an environment that fosters clinical excellence, quality improvement and person-centred care
- Promotes a culture of innovation, change and accountability within the management team of the programs for which he/she is accountable
- Contributes to the identification and realization of site specific and network-wide improvement opportunities
- Ensures the continuous development of direct reports and programmatic management teams for which she/he is accountable through leadership, education, coaching and performance management
- Works with the members of the Executive Committee to establish priorities for resource allocation, including recommendations for investments in capital equipment, renovations and future site development
- Contributes to identification of site-specific risks, and works with relevant leaders to develop mitigation plans, and to ensure that these are effectively executed

- Collaborates with clinical and administrative leaders to foster engagement and wellness of staff, physicians, researchers, learners, volunteers, and other hospital stakeholders, in alignment with Unity Health Toronto's mission, and values
- Chairs leadership committees as appropriate, and ensures alignment and effective collaboration of clinical and administrative leaders

Candidate Overview

The role of Vice President Clinical, Rehabilitation & Transitions requires an experienced health care leader who will be committed to and guided by Unity Health Toronto's mission and values. The ideal candidate also has exceptional interpersonal and operational skills, and extensive experience inspiring teams, driving change, innovation and excellence in clinical, operational, and professional practice environments.

Qualifications

- A post-graduate degree in nursing or other healthcare discipline, health policy or business/health/public administration
- Progressive experience in leadership of hospital clinical programs, long term care, rehabilitation and complex care

Core Skills and Abilities

- a thorough understanding and appreciation of the complexities and stakeholder dynamics of community and academic health centres, which integrate patient care with teaching and research
- intellectual and analytic ability to deal with complex strategic and operational issues
- strong business skills
- excellent communications and relationship-building skills
- demonstrated ability to manage change in a complex environment
- thorough understanding of the Ontario health reform agenda and the continuum of health care services

Leadership Skills

- vision and inspiration, with the ability to lead through challenging times
- a strong, consistent values orientation and a reputation for integrity
- exceptional interpersonal skills, with the ability to communicate and connect with all levels of the organization, as well as with external stakeholders
- values others' input and can effectively build consensus and negotiate courses of action with diverse stakeholders
- excellent communications skills with an understanding of the importance of effective communications as an enabler of change
- understands and values organizational culture and actively works to impact it positively
- commitment and ability to coach, mentor, support and develop others

Personal Attributes

- optimistic, enthusiastic
- commitment to the mission, vision and values of Unity Health Toronto

- values and encourages excellence
- respectful of others, excellent team player, collaborative
- comfort with high degrees of change and uncertainty
- outcomes-oriented, with the ability to make tough decisions when necessary
- has the ability to engage individuals at all levels within the organization, as well as community providers
- thoughtful yet action-oriented
- a high level of accountability for results
- committed to patient and resident centred care and continuous improvement and progress

Compensation

A competitive compensation package will be provided

CONTACT DETAILS

To express interest in this impactful opportunity, please submit your cover letter and resume, in confidence, to <https://www.miramsbecker.com/vice-president-clinical-programs-at-providence-healthcare-unity-health/>

For additional information contact Hayley Becker at (647) 267-8170.