

Vice President Clinical, Emergency, Renal, Medicine, Community and Strategic Partnerships

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. With Providence Healthcare (PHC) in the east, St. Joseph's Health Centre (SJHC) in the west, and St Michael's Hospital (SMH) in the heart of downtown, Unity Health spans the breadth of Toronto's core. We serve almost 1.5 million people across the communities surrounding our three hospitals and beyond.

Unity Health Toronto is continuing its journey, first commenced in 2017, of building a fully integrated health system made up of three leading hospitals spanning the geography of Toronto and the continuum of care. Investing in coming together to become an integrated health system means that Unity Health Toronto is prioritizing leading practices in healthcare and ensuring an exceptional patient experience while also taking a role in advancing the integrated health systems of the future. In 2022 Unity Health Toronto completed its clinical integration strategy by aligning its clinical program leadership and strategy along clinical specialty pathways across the health network. This has contributed to stronger integrated health system planning, better collaboration across our hospitals, increased opportunities for staff development and the sharing and advancement of leading clinical practices to the benefit of the entire Unity Health Toronto health network and our patients. To propel this integrated clinical program model, we have revised our executive structure in a manner that will ensure more robust executive leadership directly engaged with aligned subsets of clinical programs. The role of Vice President, Clinical, Rehabilitation and Transitions is one of three Clinical Programs Vice President roles that Unity Health Toronto is recruiting for in order to advance its vision to provide, The best care experiences. Created together through advancing our clinical program integration and alignment.

Reporting to the Executive Vice President, Clinical and Chief Medical Officer of Unity Health Toronto, the ***Vice President Clinical, Emergency, Renal, Medicine, Community and Strategic Partnerships*** 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 that include General Medicine, Emergency Care, Kidney and Metabolism, Primary and Community Care. These clinical program responsibilities include leadership for programs that span multiple or all of the three hospitals that make up Unity Health Toronto. This role is also accountable for executive level leadership of the Strategy and strategic partnerships portfolio that includes the work Unity Health Toronto is doing within our Ontario

Health Teams and with other health system partners in the advancement of integrated health strategy.

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 their diverse array of clinical programs, 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

The role of Vice President Clinical, Emergency, Renal, Medicine and Strategic Partnerships 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.

Strategy and Planning

- Oversees the Strategy function of the organization and, in collaboration with the EVP, leads the strategic planning process with the Executive Committee and the Board of Directors including the monitoring and reporting of performance against stated strategic objectives and measures.
- Provides strategic leadership to inform the organization's involvement in Ontario Health Teams and the overall strategy for partnerships within the sector in support of health system integration.
- 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
- Champions and contributes to the network's patient 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 General Medicine, Emergency Care, Kidney and Metabolism, Primary and Community Care.
- In partnership with the Chiefs and Medical Directors of the programs 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 program specific and inter-programmatic 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 program spaces
- Contributes to identification of program-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

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
- A thorough understanding and appreciation of the complexities and stakeholder dynamics of community and acute care in 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