



Job Posting

Are you ready to help transform healthcare? WellFort is seeking a Director Integrated Care to join our team!

Director Integrated Care – Permanent 1.0 FTE

WellFort Community Health Services is a non-profit, values-based organization based in Peel. We provide a wide variety of comprehensive care including primary care, dental, mental health, and chronic disease management with a focus on illness prevention, health promotion and community development. We work with residents and other agencies to increase community capacity.

WellFort is committed to providing inclusive, accessible, and sustainable programs and services to a diversely rich community.

Members of the WellFort Family include:

- Bloom Clinic
- Bramalea Community Health Centre
- Diabetes Education Program
- Four Corners Health Centre
- Health n' Smiles

The Director, Integrated Care is a part of WellFort's Senior Leadership Team and is responsible for providing consistent strategic and organizational support to teams by planning, managing and evaluating activities and outcomes for the delivery of high-quality interprofessional primary health care programs and services for optimal individual and community health outcomes

While the proportion of time allocated to different functions may vary the Director Integrated Care role encompasses a combination of project management, quality improvement, HR management, organization, partnerships, financial and risk management, leadership, administration and facilities, professional development, research and contribution to team and centre activities.

What you will do:

- Provide strategic leadership, management and operation of the clinical and community programs and services
- Plan, develop and implement initiatives to support the development and delivery of programs and services within the context of the Community Health Centre model of health and well-being and from a health equity approach
- Working with the Program Managers and clinical team members to promote leading patient delivery models, and implement best practices related to high quality primary and community care
- Lead the development, monitoring, and analysis of continuous quality improvement and clinical initiatives
- Handle difficult client situations or crises that require advanced training;

- Develop evaluation methods for existing programs and reviews recommended improvements made by the team for implementation
- Develop and implement Quality Improvement Initiatives, monitoring and measuring performance including primary responsibility for oversight of the Quality Improvement Plan
- Lead and manage team from a servant leadership model/style and a collaborative approach working with teams
- Work with the HR team to recruit and retain highly skilled staff and volunteers within the organization.
- Assist in the leadership of Accreditation
- Attend Board meetings and provide information reports and presentations as required
- Develop and maintain community partnerships that increase the capacity of services and programs that are available for WellFort clients;
- Cultivate partnerships that increase accessibility of WellFort CHS and community services for WellFort priority populations; (e.g., Central West OHT
- Participate in WellFort's annual budget development process
- Provide on-going business continuity planning and anticipates and responds to new risks as they arise
- Provide care delivery at any of the office sites as program needs dictate.
- Other duties as assigned.

What you will need:

- University degree in a relevant health related discipline
- A Master's level degree or other postgraduate training in a related field is an asset.
- A member of a Regulated Health Professional College
- 5-8 progressive years' experience leading and managing diverse teams and programs
- Member of the Canadian College of Health Leaders considered an asset
- Experience managing various funding portfolios
- Experience working with diverse communities that reflect WellFort's priority populations;
- Knowledge of the social determinants of health and health equity;
- Experience in community development and community capacity building
- Ability to set goals for teams and get results within a set timeline
- High level of confidentiality, ethics and integrity
- Exercise excellent judgment, flexibility, creativity, and sensitivity to changing situations and needs.
- Ability to develop and implement program initiatives and partnerships.
- Ability to work professionally, collaboratively and respectfully
- Sound knowledge of general management principles, including financial and human resource management
- Strong critical analysis, problem solving, planning, decision-making, leadership, organizational and change management skills
- Strong promoter and enhancer of teamwork
- Strong organizational, emotional intelligence, critical thinking, leadership, conflict resolution, and communication skills; ability to multitask and meet deadlines; demonstrated ability to make sound judgements and decisions;
- Proven ability to successfully manage multiple, complex programs in a non-profit setting;
- A solid background in community-based development, including experience in at least two of the following areas: primary healthcare, population health, youth and/or family services, support to racialized and/or vulnerable populations, community development, or community-

based education programs; as applied to program planning, development, and implementation;

- Experience in generating funding for programs, including: writing grants, proposals, identifying sponsors, and /or generating fee-for-service programs that enhance the sustainability of the programs;
- Agent of change with ability to envision new concepts and plans (Experience or training in Change Management is an asset.)
- Training in Leadership, Quality Improvement, Population Health and Integrated Care are considered assets
- Demonstrated ability to work independently and interdependently in an interdisciplinary team environment in which the skills and responsibilities of each team member are recognized and respected.
- Knowledge of Acts related to, at minimum: Excellence for Health Care, Protection of Privacy (PHIPA), Regulated Health Professionals, Occupational Health and Safety, Access to Ontarians with Disability (AODA)
- Open minded, eager and willing to constantly learn and improve oneself
- Knowledge of WellFort CHS, and its respective communities an asset
- Demonstrated analytical and organizational skills
- Consistent access to a vehicle for responsive care delivery at any care delivery location.

Apply Now and EMPOWER your career

Candidates who self-identify as being from a marginalized community, including people with lived/living experience of drug use and/or houselessness, Indigenous peoples, racialized persons, persons with disabilities, newcomers, and 2SLGBTQIA+ persons, are encouraged to apply and will be prioritized. We invite these candidates to indicate their relevant identities in their cover letters.

Requests for accommodation due to disability can be made at any stage in the recruitment process.

The successful candidate will demonstrate a willingness to participate in WellFort's commitment to becoming an inclusive, barrier-free health centre and an ability to work in an interdisciplinary team.

For more information visit www.WellFort.ca

Initial Hiring Salary Range: \$93,710 – \$106,000 plus additional on-call pay (consideration of experience) Compensation package includes health and dental benefits and HOOPP pension benefits.

Interested applicants:

Forward your resume and cover letter to hiring@wellfort.ca. Open until filled

Quote “**DRIC1123**” in the subject line

No phone calls please. Successful candidates will be contacted

VACCINATION REQUIREMENT:

As a condition of employment, new WellFort staff must be fully vaccinated unless they have received an exemption from vaccination under the Human Rights Code. Proof of COVID-19 vaccination status will be required before the first day of work or, proof of religious or medical exemption, if or where applicable.

Fully vaccinated is defined as having received the completed series of an accepted COVID-19 vaccine, as recommended by the Office of the Chief Medical Officer of Health and having received the final dose at least 14 days before your employment start date.

The candidate will be asked to provide WellFort with proof of full vaccination, prior to their employment start date. Acceptable proof is a Ministry of Health Dose Administration Receipt (or such other proof of vaccination that the Province of Ontario sanctions). This can be obtained through the Provincial portal <https://covid-19.ontario.ca/get-proof/>.

The requirement to be fully vaccinated is subject to the Ontario Human Rights Code. If the candidate is unable to vaccinate for a reason protected by the Code, a request for accommodation can be requested and written proof satisfactory to the organization will be required.