



Competition #	6896
Job Title	Vice President, Surgical and Clinical Services
Department	Senior Leadership
Work Type	Full-time
Affiliation	Management
Shift Assignment	As assigned
Bilingualism	Bilingualism is a strong asset
Police Check Requirement	N/A
Site	RLHC- Management
Salary Information	\$198,055 per annum
Application Closing Date	Posted until filled

*Note: compensation is in accordance with the Broader Public Sector Executive Compensation Act.*

## Join Northeastern Ontario's Health Care Leaders!

*A dynamic and growing health care environment awaits you in Sudbury, Ontario. Surrounded by provincial parks and with 330 lakes, Greater Sudbury has over 165,000 residents and is a rich mix of urban, suburban, rural and wilderness environments that offer something for everyone. Just a one hour flight or four-hour drive north of Toronto, Ontario you can experience the balance of a supportive yet challenging career environment with a comfortable and affordable lifestyle, right in the heart of Northern Ontario's largest city.*

Join a seasoned Senior Leadership Team with Health Sciences North (HSN), one of Canada's Top 40 research hospitals and Northern Ontario's largest hospital. Champion innovation in the delivery of the right care in a timely, safe and efficient way. As a teaching hospital, HSN is committed to strengthening our academic and research impact while collaborating with regional, provincial, national and international partners on research that improves health outcomes for the people of Northeastern Ontario. HSN is the tertiary care centre for Northeastern Ontario, locally affiliated with Laurentian University and NOSM University. Join a team of 4,400 employees, 600 physicians, 2,900 learners and 265 volunteers.

HSN is seeking an experienced, talented clinical leader for the position of Vice President, Surgical and Clinical Services with a proven track record of building successful teams and partnerships to ensure the delivery of high quality care and outstanding patient experiences. Under the leadership of the President and Chief Executive Officer, this leader will be a system thinker and excellent communicator with the ability to plan and implement change, and creatively achieve results. They will possess the skills and credibility to inspire a division of 1,200 employees, earn the trust of medical staff, local and regional partners, Ontario Health and colleagues from over 20 partner hospitals, while managing a budget of \$229 million. The Vice President, Surgical and Clinical Services leads the divisions of Surgical, Pharmacy, Medical Imaging, and Laboratory and Pathology services at HSN. The Vice President also serves as the President of the Sudbury Vascular Laboratory where they, under the general direction of the Board, have the responsibility for the general management and direction of the business.

The ideal candidate will have the appropriate balance of education, experience, demonstrated knowledge and personal attributes required for the role, as well as will bring VP/Director level experience from a hospital setting, and will be bilingual in English and French. Women, Indigenous, Black, Persons of Colour, persons with disabilities, 2SLGBTQIA+ persons, Francophones, and other equity-deserving candidates are particularly encouraged to apply.

Interested applicants should apply directly to requisition #6896 on the HSN Careers Website at <https://careers.hsnsudbury.ca/>. The posting will remain active until filled, however the search committee will begin reviewing applicants on December 18, 2024.

**KEY FUNCTION:**

Lead the development and delivery of designated programs and services to ensure service delivery strategies align with HSN's mission, vision and values, and targets set in the Quality Improvement Plan (QIP).

**REPORTING:**

Under the general direction of the President and Chief Executive Officer.

**DUTIES:**

1. Provide leadership in the development and implementation of hospital-wide activities and programs that promote a safe, patient-centred environment while contributing to continuous improvement and risk management initiatives.
2. Act as a leader in the facilitation and implementation of HSN's Strategic Plan to enable the ongoing sustainability of improvement in care processes and clinical best practices in patient care.
3. Promote a patient-centered care focus and engage patients and families in care delivery and care design.
4. Promote a culture that encourages the engagement of staff, physicians, learners, patient representatives and volunteers in safety.
5. Engage partners to ensure that collaborative solutions are developed and implemented to improve patient transitions and flow.
6. Provide leadership in the planning and implementation of a Digital Health Strategy for HSN.
7. Ensure the provision of high quality patient-care and design a system of internal controls where operations are effective, efficient, and in compliance with applicable legislation, regulatory, and best practice requirements.
8. Ensure the vision and tools of professional practice are embedded in the practice of professional staff and within HSN's operational activities and systems to support high standards of professional practice and care.
9. Enhance the development of a continuous improvement culture to support care delivery and enhance job satisfaction.
10. Plan, investigate, recommend, and implement methods of streamlining and increasing the efficiency of the designated programs.
11. Ensure the sustainability and the effective operations of designated programs; oversee the development of strategic and annual operating plans, and ensure services are efficiently delivered and an optimum level of care is maintained.
12. Act as a leader in improving the transition of patients along the patient care continuum, develop the clinical standards of work, and lead transitions in care improvement work to improve patient outcomes along the care continuum.
13. Explore alternative funding approaches and other resources to support service delivery, including the adoption of activity-based funding models for patient care services.
14. Partner and establish linkages with other providers and associations external to HSN to enhance the role and function of the system and the hospital.
15. Develop annual budgets and assume fiscal accountability of the portfolio's operation according to approved budget.
16. Guide, motivate, monitor, and supervise staff, develop standards of performance, evaluate performance.
17. Oversee the work of others in compliance with the Occupational Health and Safety Act (OHSA), its regulations, and HSN policies.
18. Determine and align improvement projects with HSN's Strategic Plan; monitor and adjust to achieve goal outcomes.
19. Participate in the accreditation process and work to ensure that the program and HSN achieve, maintain and continually improve upon their accredited status.
20. Teach, coach and lead staff in the development and monitoring of quality indicators and improvement initiatives.
21. Engage in and foster professional development of all staff and provide opportunities for learning within budgeted resources.
22. Ensure a safe environment for patients, staff and visitors; investigate report, debrief and take or direct corrective action as required on incidents.

23. Collaborate with internal and external stakeholders/organizations/community groups to achieve program objectives, integrate and link services and foster partnerships across the continuum of service delivery.
24. Participate in education and training specific to current, relevant federal and provincial health and safety legislation, standards and guidelines.
25. Represent the department or program on various committees and in meetings as required.
26. Perform other duties as required.

## **QUALIFICATIONS**

### **EDUCATION AND TRAINING:**

1. Minimum of a Master's Degree in a related professional health care field, from an accredited university.
2. Current Certification of Registration in good standing with an applicable regulatory college.
3. Ministry of Labour "Worker Health and Safety Awareness in 4 Steps" training certificate is required.

### **EXPERIENCE:**

1. Minimum of five (5) years' relevant experience working in a senior level position in a health care environment.
2. Experience in leading and implementing initiatives in a program management context.
3. Experience working in the development, implementation, and evaluation of best practice quality and safety initiatives.

### **KNOWLEDGE/SKILLS/ABILITIES:**

1. Demonstrated knowledge of current health discipline environment, practices, and issues.
2. Demonstrated knowledge of relevant governance, national and provincial quality safety and risk management standards, principle tools, and methods; ensure alliances with the organizations that promote these standards.
3. Demonstrated ability to conceptualize and execute change management.
4. Demonstrated knowledge of evaluation, research processes, and methodology.
5. Demonstrated data gathering, analysis, and report preparation skills.
6. Demonstrated leadership, critical thinking, and team-building skills.
7. Demonstrated time management skills with the ability to manage multiple ongoing projects.
8. Demonstrated excellent presentation skills and clinical teaching skills at all levels.
9. Demonstrated excellent judgment and proven analytical skills.
10. Demonstrated ability to coach, advise and teach others using the principles of adult learning.
11. Demonstrated training, experience or utilization of lean methodology for process improvement.
12. Demonstrated ability to independently identify issues, plan improvements, measure success and continue improvement.
13. Knowledge of relevant legislation and principles of management, hospital committee structure, conflict management and resolution, system needs analysis and organizational assessment.
14. Ability to use tact and discretion in dealing with health care providers and employees.
15. Demonstrated excellent computer skills with proficiency in Microsoft Office software (e.g. Word, Excel, Power Point and Outlook) and patient information systems.
16. Demonstrated superior interpersonal and communication skills, both written and verbal.
17. Demonstrated commitment to the safety of co-workers and patients.

### **PERSONAL SUITABILITY:**

1. Demonstrated ability to develop partnerships and collaborative processes across institutions.
2. Demonstrated commitment to ongoing professional development.
3. Demonstrated professionalism in dealing with confidential and sensitive issues.
4. Demonstrated positive work record and excellent attendance record.
5. Ability to meet the physical and sensory demands of the job.
6. Ability to travel between local sites.

### **OTHER:**

1. Bilingualism is an asset.