

JOB POSTING

Vice President, Quality Programs and Performance

Healthcare leadership position focused on quality and safety
Program development, clinical and professional advisory experience are required
Remote position with periodic travel required

About Salus Global

Salus Global is dedicated to improving patient safety and quality of care across Canada. We are a professional service, advisory and implementation firm that partners with hospital-based interprofessional healthcare teams to bring relevant, evidence-based, locally applied solutions to the challenges they face. Through our flagship moreOB Program, Salus Global has worked with obstetrical teams in over 300 hospitals and 16,000 participants over the past 18+ years to improve how they work together to deliver safer care, reduce adverse events, lower costs, and improve teamwork and communications.

Position Overview

Reporting to the President and CEO, the Vice President, Quality Programs and Performance will develop and lead strategies to deepen the impact of our obstetrical and perinatal solutions and pursue solution expansion opportunities. This role will evolve and modernize our next-stage suite of solutions. Experience leveraging technology and strategic partnerships will be key to increasing value to clients and driving impact. This new leadership position will contribute to Salus' business strategy, with an emphasis on program success and capturing our impact as we partner with our clients to improve patient safety and quality of care.

The ideal candidate brings a blend of systems thinking, healthcare knowledge, and results-driven insight to support transformation and measurable improvement. Working closely with our Medical Director, this role will develop and lead external engagement strategies, serving as Executive Sponsor for our multidisciplinary Clinical Steering Committee, and leveraging the meaningful engagement of our client partners through our Partner Advisory Council. Through collaboration, this role will design, refine and evolve our solutions, practices, approaches and methodologies as we partner with healthcare teams to *fuel the best team-based obstetrical and perinatal care in Canada*.

Key Responsibilities

- **Lead the design, development, and evaluation** of innovative programs and solutions to improve patient safety and quality of care, with a focus on obstetric and perinatal care.
 - Identify emerging needs, pressures and challenges in healthcare
 - Ensure Salus has relevant and effective programs and solutions to address those needs and challenges

- Measure and report on the impact of these programs on the complex issues facing healthcare teams
- **Content Oversight and Accountability:** Alongside the Medical Director, lead the creation, ongoing evolution, and maintenance of relevant program content and assets, ensuring that all materials remain current, accurate, and impactful.
 - **Executive Sponsorship:** Serve as Executive Sponsor of interprofessional advisory committees including our Clinical Steering Committee and Partner Advisory Council, fostering alignment and engagement to inform our offerings.
 - **Provide oversight for Subject Matter Experts** – source, coach, manage qualified Subject Matter Experts as required
- **Methodology and Approach Oversight:** Guide the selection, development, and continuous improvement of program frameworks and approaches. Work closely with the Vice President, Professional Services to ensure their effective implementation.
 - Serve as Executive Sponsor to deploy a technology platform that meets the company's needs, potentially innovating beyond traditional Learning Management System solutions.
- **Program Impact:** Develop frameworks and approaches to systematically gather and report on program impact at the site level, provincial level, and national level.
 - Source and collaborate with external partners and key stakeholders to incorporate input and inform measures and areas of impact, including healthcare teams, risk and quality managers, hospital leadership, regional and provincial representatives, and shareholders.
 - Develop and evolve a Communities of Practice approach to deepen engagement and share insights across our partner base.
- **External Engagement:** Engage with external stakeholders, including healthcare organizations, regulatory bodies, and industry partners to remain current with evolving trends and needs.
 - Identify and investigate strategic partnerships that augment Salus' offerings, including shareholder organizations.
 - Profile our impact through external communications that demonstrates our contributions to improving quality and safety – e.g., proof of impact.

Qualifications and Competencies:

- Post-graduate degree in Business, Healthcare Administration, or a related field (Master's degree preferred).
- Minimum 10 years' experience in healthcare leadership, healthcare advisory services or a related field.
- Experience in Quality / Risk Management in healthcare
- Experience building and leading a consulting team



- Experience designing and developing solutions in healthcare to address underlying needs, including evaluation and measuring outcomes.
- Demonstrated skills in performance measurement / Quality Improvement / Safety principles
- Excellent client relationship management and communication skills
- Clinical experience is a requirement
- Quality / safety leadership experience
- Excellent communication and interpersonal abilities
- Familiarity with accreditation standards and processes

Application Process

Interested candidates are invited to submit their resume and cover letter outlining their qualifications and experience to careers@salusglobal.com with the subject line "Vice President, Quality Programs and Performance Application".

Salus Global welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

Thank you for your interest in joining Salus Global. Applicants selected for an interview will be contacted directly.