

We are the Heart of the East! Michael Garron Hospital (MGH), a division of Toronto East Health Network and a proud member of the East Toronto Health Partners, is an award-winning and vibrant 450-bed community teaching hospital serving one of Canada's most diverse communities. For more than 95 years, we have delivered high-quality, patient-centred healthcare services to more than 400,000 people in 22 distinct neighbourhoods. Recognized as a leader in workplace wellness and offering a quality work environment focused on learning and development, MGH invests in people to meet their professional goals and to reach their personal best.

It is an exciting time to be joining our team as we have opened our new eight storey Ken and Marilyn Thomson Patient Care Centre, a transformational project that will forever change the hospital and the care it provides to our community in keeping with our strategic vision of *Great Care Inspired by Community*.

Currently we have an exciting opportunity for an individual who wants to advance their career as a

Director, Mental Health and Substance Use Permanent Full-Time

We are currently searching for an experienced Program Director to provide critical leadership to the Mental Health and Substance Use program at the Michael Garron Hospital.

The hospital has a significant change journey ahead to advance its mental health and substance use services, redefine its role in serving the broader East Toronto community, and better shape how it works in an integrated care delivery model with its community partners. The recent opening of the Ken and Marilyn Thomson Patient Care Centre has introduced a new Psychiatric Intensive Care Unit, additional inpatient adult Mental Health beds, a new Child and Youth Unit and Clinics, and enhanced Inpatient Models of Care. Within the community, the hospital recently launched a new Women's Withdrawal Management Centre, serves as the coordinator for citywide Mobile Crisis Intervention Teams, and has partnered to launch a new Youth Wellness Hub in Thorncliffe Park. These are examples of the many exciting change initiatives within the Mental Health and Substance Use program at the hospital. Michael Garron Hospital is also a founding member of the East Toronto Health Partners, our Ontario Health Team, which has Adult Mental Health and Substance Use, and Youth Mental Health and Wellness, as two of the population health areas of focus.

Working in partnership with the Medical Director and Chief of Psychiatry, the Mental Health and Substance Use Director should have extensive experience in the development, implementation and monitoring of hospital-based mental health and substance use services, insight into developing collaborative partnerships at the local and regional level for community-based services, and experience in working across organization boundaries to help shape integrated services for the hospital and community of East Toronto. The individual will have a strong focus on quality and patient safety; in addition, to spreading a trauma informed care philosophy within the organization. This role is ideal for qualified healthcare professionals with a strong background in operational planning and policy implementation, experience working in team settings to enhance the interdisciplinary approach to service delivery procedures, and agility in working across hospital and community settings.

Education:

- Masters' Degree in relevant profession required.
- Current registration with professional college/association if applicable.

Qualifications/Experience:

- Minimum of ten (10) years recent relevant management experience in related field required.
- Demonstrated ability to establish team-based approach to decision-making and to move decision-making to the point of service.
- Demonstrated knowledge and understanding of process re-design and continuous quality improvement techniques required.
- Self-directed, courageous and highly motivated with the ability to influence and achieve outcomes.
- Demonstrated knowledge and ability to lead coach and motivate others in practice innovation.
- Demonstrated ability to prepare, monitor, analyze and evaluate operational and capital budgets.
- Demonstrated ability to articulate the vision of hospital and community integrated Mental Health and Substance Use programming.
- Demonstrated behaviours that support the hospital's core values of Compassion, Integrity, Courage and Accountability is required.
- Proven success in business development and growth and able to manage competing demands in an ambiguous, fast-paced environment is essential.
- Demonstrated ability to establish trusting and meaningful relationships with internal and external stakeholders is required.
- Excellent interpersonal, organizational and communication (oral & written) skills required.
- In collaboration with the Medical Directors, be responsible for the accountabilities reflected in the Michael Garron Hospital Accountability Framework.
- Exceptional conflict management and negotiation skills with the ability to utilize emotional intelligence to demonstrate sensitivity and compassion in emotionally charged situations.
- Computer proficiency in administrative programs and clinical programs required.

- Good work and attendance record required.
- All employees of Michael Garron Hospital (MGH), a division of Toronto East Health Network (TEHN) [formerly Toronto East General Hospital (TEGH)] agree to work within the legislated practices of the Occupational Health and Safety Act of Ontario.
- All employees of MGH are responsible to contribute to a transparent culture of patient and staff safety by adhering to and abiding by patient and staff safety policies and procedures set by MGH.
- All employees are accountable for protecting the psychological health and safety of themselves and their co-workers through adherence to MGH's policies and practices.

If you are ready to join MGH, please visit our Careers page at www.tehn.ca > Careers > Career Opportunities > **JOB NUMBER: J1024-0860** to apply to the role

Disclaimer: Please note that we will be reviewing candidates as submitted, and therefore, early applications are encouraged.

Michael Garron Hospital (MGH) champions accessibility, diversity and equal opportunity through the creation of an inclusive and diverse work environment. At Michael Garron Hospital, we strive to be an equitable and inclusive employer. We encourage candidates from Black, First Nations, Métis and Inuit, racialized and LGBTQ2S+ communities, people of colour, women, people with disabilities and individuals who identify with the diverse communities that we serve, to join the MGH team.

Through our values of Compassion, Respect, Integrity, Inclusion and Courage, Michael Garron Hospital is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA) and Ontario Human Rights Code (OHRC). Should you require an accommodation at any stage of the recruitment process, please let us know how we can work with you to meet your needs.

We thank all applicants for their interest, however, only those selected for an interview will be contacted.

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