One (1) Permanent Full-Time Vice President
Clinical Services
NBRHC – North Bay

As a result of an upcoming retirement, the North Bay Regional Health Centre is seeking a Vice President of Clinical Services. Reporting to the President & Chief Executive Officer the successful candidate will have oversight over the functions that are critical to NBRHC’s overall operating performance. The position is responsible for the delivery of district and regional clinical services.

The position of Vice President of Clinical Services will have a pivotal role for realizing the organization’s strategic objectives through the wise and strategic management of resources (human, financial, information, products and services) and the effective functioning of the following programs:

- Surgery and Inpatient Services
- Emergency and Ambulatory Services

THE ORGANIZATION
The North Bay Regional Health Centre (NBRHC) is a unique healthcare organization with three primary roles. It provides acute care services to North Bay and its surrounding communities, it is the district referral centre providing specialist services for smaller communities in the area, and it is the specialized mental health service provider serving all of northeast Ontario.

At more than 400 beds, the Health Centre has more than 150 physicians, 2500 employees and 250 volunteers and also operates CACC, Ambulance and numerous community based programs.

With an operating budget of approximately $280 million, NBRHC is a vital contributor to the health care system of the northeast, working closely with the North Bay community and other institutional and community care providers in Nipissing District, Sault Ste. Marie, Timmins and Sudbury to provide numerous outpatient and outreach services throughout the region.

A major teaching centre for students in medicine, psychiatry, nursing and allied health professions, NBRHC is proud to be affiliated with the Northern Ontario School of Medicine, Nipissing University, Canadore College and several other Ontario colleges and universities.

THE OPPORTUNITY
- Develop a clear vision and strategic direction for the delivery of district and regional clinical services
- Advance organizational/clinical goals and objectives while developing best practice frameworks
- Advance and promotes digital expansion in order to streamline clinical informatics
- Ensure the wise and strategic management of resources (human, financial, information, products and services) and the efficient and effective function of the following programs: Medicine, Ambulance, Central Ambulance Communication Centre (CACC), Infection Prevention & Control, Surgery, Women & Children, Diagnostic Imaging and Emergency and Ambulatory Services
- Use performance management information to manage effectively including up-to-date cascaded performance goals throughout the portfolio
- Develop effective strategy deployment, ensuring everyone understands their role in achieving it
- Use a participatory management style that promotes involvement and values the contributions of all staff and delivers on results
- Improve access to appropriate care, achieve best outcomes through evidence-based care, and involve patients and families in their plan of care
- Support system-level planning and service delivery by creating sustainable partnerships with internal and external partners that foster teaching, research, workforce education and inter-professional collaboration, and improve transitions of care
- Actively pursue funding opportunities to enhance and grow clinical programs
- Work with the medical leadership team to create a portfolio that is accessible and responsive to the needs of the district and Northeast region. Ensure the development and implementation of processes that support the effective and efficient flow of patients and information across the NBRHC and all stakeholders/partners to maximize financial and clinical performance
- Review data collection and outcome measures to ensure the effectiveness of program initiatives and meet Ministry reporting requirements
- Participate in hospital, district, regional and provincial advisory and work groups/committees to support and build partnerships, monitor outcomes, and facilitate the development/implementation of best practices to address patient care needs

To fulfill the role as a crucial member of the senior administration team, it is essential that the successful candidate be able to support system-level planning and service delivery by creating sustainable partnerships with internal and external partners that foster inter-professional collaboration and improve transitions of care.

The successful candidate will participate in hospital, district, regional and provincial advisory and work groups/committees to support and build partnerships, to monitor outcomes, and facilitate the development/implementation of best practices to address patient care needs.

This position will work with the medical leadership to create a portfolio that is accessible and responsive to the needs of the district and Northeast Region. Develop and implement of processes that support the effective and efficient flow of patients and information across the NBRHC and all stakeholders/partners to maximize financial and clinical performance.
QUALIFICATIONS
☐ Master’s Degree or equivalent in a related discipline
☐ Ability to lead and motivate others
☐ Demonstrated experience as a clinical operations leader, committed to the continuous quality improvement philosophy
☐ Advanced knowledge of management practices including change management, strategic thinking, problem solving and analytical skills
☐ Exceptional judgement and probity, in an environment requiring a bias for action and a sense of urgency
☐ Intellectually agile, with evident emotional intelligence and self-awareness
☐ Possesses the courage of his/her convictions, but seeks out and attends to perspectives gleaned from throughout the organization and externally
☐ Exemplary communication skills, nuanced to respect the many audiences to which this office relates
☐ Negotiation and facilitation skills
☐ Passionate about the organization’s potential
☐ Engaged and curious by nature, predisposed to be a coach and mentor to others and personally committed to ongoing education
☐ A resilient, versatile and self-assured leader who inspires confidence in others
☐ Strong leadership and interpersonal skills in negotiation, conflict resolution and consensus building
☐ Knowledge of human resources/labour relation practices, relevant government legislation and best practices
☐ Knowledge of trends in healthcare and government directives in healthcare is an asset
☐ Financial sophistication and fluency, with an ability to strategically position the resources of the organization to yield optimal, measurable outcomes
☐ Collaborative and team-oriented by nature and by preference
☐ Bilingualism an asset

THE COMMUNITY
Serving a population of 54,000 people, the city of North Bay is located in beautiful northeastern Ontario, a 3.5-4 hour drive from either Toronto or Ottawa. Offering plenty of activities, amenities and services to meet your needs, North Bay’s vibrancy is only exceeded by its hospitality. Whether planning an activity filled getaway or a relaxing retreat from your hectic schedule, the City of North Bay has been called just north enough to be perfect.

Situated between Lake Nipissing and Trout Lake, the City offers lakefront property in both urban and rural settings. The short distance between home and work allows more time to enjoy the wealth of parkland and leisure facilities.

A variety of recreation opportunities exist in the community provided by the natural environment—trails for walking, biking, or hiking, as well as, those programs and services offered by the municipality and other community service providers. Activities for all seasons including beaches, a municipal marina, golf, arenas, skiing and snowmobiling.

Criminal Reference Check including the Vulnerable Sector Check: recent within six (6) months is a requirement

Interested candidates are asked to submit your resume and cover letter with a copy of this job posting with completed qualification checked off ✔ beside each qualification you hold.

Please quote File NU C-21-060, VP Clinical Services to:

DEADLINE for Applications: Tuesday, October 26, 2021 at 1200 noon

Email: careers@nbrhc.on.ca

Human Resources
50 College Drive
P.O. Box 2500
North Bay, ON P1B 5A4
Fax: (705) 495-7977

We are an equal opportunity employer. We thank all applicants for their interest.
An acknowledgement will be sent only to those candidates who will be interviewed.

North Bay Regional Health Centre is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require an accommodation for disability during any stage of the recruitment process, please indicate this in your application.