Central West **LHIN**

To: **All Physicians in the Central West LHIN**

From: **Scott McLeod, CEO, Central West LHIN**

CC: **Frank Martino, Primary Care Physician Lead**
Kim Delahunt, Senior Director, Health System Integration
Dave Pearson, Director, Health System Integration

Date: **April 18, 2017**

RE: **Sub-Region Clinical Leadership**

A mosaic of geographic and cultural diversity and home to over 920,000 local residents, the Central West LHIN plans, integrates, funds and monitors the local health care system for the regions of Brampton, Bramalea, Bolton-Caledon, Dufferin, north Etobicoke Malton and west Woodbridge. Working collaboratively with a host of Health Service Providers (HSPs), community partners and local residents, the LHIN strives to achieve its vision of ensuring residents have better and faster access to high-quality health services, better information to make decisions that will help them live and stay healthy, and services that are sustainable for future generations.
The Central West LHIN is looking for 5 health professionals with the right skills to work with their multi-disciplinary teams to use best practices and leading edge approaches to meet their populations' health needs today and in the future.

- **Clinical Lead, Brampton Sub region (Part Time Position – 1 day per week)**
- **Clinical Lead, Bramalea Sub region (Part Time Position – 1 day per week)**
- **Clinical Lead, Bolton-Caledon Sub region (Part Time Position – 1 day per week)**
- **Clinical Lead, Dufferin Sub region (Part Time Position – 1 day per week)**
- **Clinical Lead, North Etobicoke, Malton West – Woodbridge Sub region (Part Time Position – 1 day per week)**

Each Clinical Lead associated with a Sub-Region, will be responsible for local quality initiatives, working closely with primary care providers, inter-professional teams, and administrative leads in the LHIN sub-region to achieve provincially defined performance metrics, and to develop a more integrated system or network of care at the sub-region level, including primary care, public health, home care and community care, mental health and addictions, long-term care, and acute care.

As a respected clinician in the community, this individual will provide leadership for local clinical engagement within the sub-region and will advise the LHIN senior leadership team, participate in local planning tables, and work collaboratively to improve care for the population of the sub-region and the LHIN.

DUTIES AND RESPONSIBILITIES:

Quality Improvement and Sub-Regional Planning

- Work closely with the Directors of Sub-Region Planning and integration to oversee quality improvement, patient safety and performance management within LHIN sub-region.
- Support the design and implementation of the LHIN primary care strategy within the sub-region in collaboration with other LHIN Clinical Leads, LHIN staff and other partners.
- Champion clinical standards of care and lead clinical change management at sub-region level.
- Monitor performance indicators for the sub-region and work with LHIN staff to review and analyse health care service data and trends, including access to primary care, access to care post hospital discharge, avoidable ED visits, and others.

Relationship Management and Collaboration

- Act as a liaison between the Central West LHIN and primary care physicians and other providers in the region.
- In collaboration with the Directors of Sub-Region Planning and integration, facilitate and actively involve local health care providers, through targeted outreach, and create opportunities to collaborate on integration and improvement initiatives that build lasting linkages between providers.
- In collaboration with the sub-region Directors of Sub-Region Planning and integration, build a culture where patients, families, and caregivers have a voice and the community remains at the heart of discussions and decisions.
- Champion high-quality and safe care in the region and work collaboratively with all members of the health care team across all sectors (primary care, public health, home care and community care, mental health and addictions, long-term care, and acute care) to improve quality care and population health of the LHIN.

Advancing LHIN Strategies & Priorities

- Support development of, and participate in, regional and sub-regional governance structures and committees.
- Support the VP Clinical and other LHIN executive team members on development of sub-region health human resources planning.
- Provide advice to the VP Clinical and other LHIN leadership team on local engagement strategies, change management activities, performance measurement, physician education, and other opportunities to promote a continuous quality improvement culture in primary care and across sectors in the sub-region.

Credentials

- Active clinician in a regulated health profession.
- Currently working in clinical practice within the region, and willing to maintain clinical practice if successful in achieving the Sub-Region Clinical Lead position.
- Formal leadership training and change management would be an asset.

Qualifications and Experience

Qualification	*Criteria*
Leadership Experience	• Practicing clinician in a regulated health profession, eligible to practice without restriction, actively engaged at the system level, with demonstrated leadership within the local community
	• Proven leadership experience in complex and dynamic health care environments; experience with health care initiatives designed to improve inter-sector integration.
	• Experience working with interdisciplinary teams and primary care partners.
	• Demonstrated ability to lead during a period of rapid change.
Knowledge and Understanding	• Demonstrated understanding of local health issues, priorities and needs while recognizing the broader trends in health care policy and system development.
	• Practical experience in change and improvement methods and tools, and the ability to draw on leading practices to adapt and apply these skills.
	• Experience developing and implementing health care quality improvement strategies or other large scale initiatives that cut across traditional health care sectors.
	• Knowledge of existing medical and clinical networks that can be tapped for effective engagement and communication of strategies and initiatives.
	• Proven skills to manage and guide planning and implementation, including developing resource requirements, timelines, and milestones.
	• Skills for and/or a good understanding of data management, analysis, and performance measurement.
Key Attributes	• Ability to work well with others in teams, networks and organizations and achieve consensus when there are diverse views.
	• Ability and credibility to reach and engage clinicians in different setting of care and disciplines.
	• Ability to think conceptually, to plan flexibly, to look for ways to improve and to operate within an ambiguous context and deliver results.
	• Sensitivity and organizational skills to operate effectively across complex work cultures and environments.
	• Political Acuity, and understanding and commitment to diversity.

To be successful, you will be able to work with initiative and judgment, be adaptable to changing priorities and have good problem-solving skills. You will have the confidence to work independently and be a contributor to team performance. Your communication and interpersonal skills will be an asset when managing day-to-day issues in a fast-paced environment.

HOW TO APPLY

Please email resume and cover letter to Jas Rai at jas.rai@lhins.on.ca by **5pm on Friday May 12th, 2017**. Within your covering letter please indicate in which sub-Region you practice, confirming this is the sub-Region you are applying for.

The LHIN is an equal opportunity employer and all applicants are welcome. We thank all candidates for their interest, however, only those selected for an interview will be contacted. Individuals with a disability requiring accommodation during the application and/or the interview process should advise the recruitment contact so arrangements can be made.

Available in French upon request.