



Chief Medical Officer

BC Children's Hospital, Sunny Hill Health Centre for Children and BC Women's Hospital + Health Centre

Are you a clinical leader committed to driving the highest quality of care and services to patients and families throughout our province? Can you inspire a culture focused on research and development to support children and women's health, both now and beyond?

Reporting to the Executive Vice-President, Clinical Service Delivery (EVP), the Chief Medical Officer (CMO) is a member of PHSA's Senior Leadership Team (SLT) – in a newly identified and critical leadership role. Working in full partnership with our hospitals' Chief Operating Officer (COO), this position is jointly accountable for establishing, developing and sustaining an effective integrated provincial specialty service for children and women.

Specifically, the CMO works with stakeholders throughout the provincial health care system and Ministry of Health to improve patient care service models. The role holds executive accountability for BC Children's and BC Women's health research programs, and champions a highly innovative and intellectual research culture.

The CMO is the most senior clinical leader in BC Children's and BC Women's health, and ensures all programs and services are of the highest quality and standard of medical care for this crucial patient population. Together, the CMO and COO ensure the direction of human, financial and material resources required to support the goals, policies and vision of BC Children's and BC Women's Hospitals and PHSA as a whole.

What you'll do

In partnership with the Chief Operating Officer, improve the health of the populations served:

- Lead the development and implementation of a comprehensive system of care across BC.
- Partner with internal and external stakeholders – including patients and families – to deliver and improve quality of care and patient experience province-wide.
- Facilitate and support a culture of staff and physician safety and engagement.
- Lead and support initiatives to improve the system of care through innovation, use of technology and best practices.

Champion children's and women's health and PHSA's role in research and academic advancements:

- Collaborate with academic institutions to develop and support an environment for learning and teaching.
- Encourage and support opportunities for BC Children's and BC Women's Hospital employees to further their development.
- Advocate for, and represent children's and women's health education and research enterprise within the PHSA mandate.

Provide leadership and oversight on the quality of services provided by physicians and medical staff:

- Facilitate processes to monitor and assess staff competency including making recommendations for appointment and re-appointment, and monitoring medical staff rules and bylaws.



- Provide support and mentorship to physicians and physician leaders to assist them in providing effective leadership and to manage complaints by and about physicians, including inter-professional conflict.
- Support investigation and resolution of patient complaints related to quality of medical care.
- Develop plans and processes that ensure appropriate medical staff engagement in decision making.
- Collaborate with the EVP to maintain a system for physician compensation in line with appropriate guidelines. Advocate for physician resources required to meet current and future patient and population needs.

Co-lead quality improvement throughout BC Children's and BC Women's with the COO:

- Lead the development of a framework and process for identifying and improving key patient care processes within hospitals and PHSA.
- Support the EVP on clinical service delivery by ensuring that the quality of care provided by the medical staff is in accordance with the policies of PHSA and that it meets or exceeds all relevant quality standards and guidelines; identify and monitor metrics and ensure timely and relevant reporting to the EVP, SLT and Board of Directors as required.
- Provide medical expertise regarding the use of Information Systems that support the provision of quality care.

Foster positive relationships with external stakeholders in support of PHSA's mandate:

- Respond to and deliver Ministry of Health and governmental policy, initiatives, and directives to improve the health, and healthcare, of British Columbians.
- Translate and communicate Ministry of Health policy, initiatives and directives within PHSA and across BC Children's and BC Women's Hospitals.
- Develop and maintain strategic partnerships with leaders and physicians at the regional, provincial, and national levels to advance the work and reputation of BC Children's and BC Women's Hospitals and PHSA.

What you bring

- Current registration with the B.C. College of Physicians and Surgeons, or eligibility for registration.
- A level of education, training, and experience equivalent to a Master's Degree in Health Services Administration or relevant health care discipline with at least 10 years of recent, related experience in quality improvement and large complex academic settings.
- The ability to work in a co-leadership model combined with proven ability to build internal and external partnerships and respond to needs while supported by an acute awareness of the impact of actions.
- Leadership in the medical community with experience in multi-hospital acute and complex ambulatory settings.
- Strong management skills, including a clear understanding of hospital processes.
- Demonstrated expertise in problem solving, decision-making, and evidence-based practice.



- Demonstrated knowledge of current best practices, quality improvement processes, and patient safety.
- Demonstrated commitment to professional growth and development of self and others and a track record of promoting interdisciplinary team collaboration and consultation.
- Creative and flexible critical thinking skills.
- Commitment to patient and family-centered care.
- Excellent verbal and written communication, critical thinking and time management skills.
- Excellent interpersonal skills, and demonstrated ability to work effectively with physicians, a Board, administration, staff, and volunteers.

What's in it for you

Every PHSA employee enables the best possible patient care for our patients and their families. Whether you are providing direct care, conducting research, or making it possible for others to do their work, you impact the lives of British Columbians today and in the future. That's why we're focused on your care too – offering health, wellness, and development programs to support you – at work and at home.

- Join one of BC's largest employers with province-wide programs, services and operations – offering vast opportunities for growth and development.
- Access to more than 2,000 in-house training programs
- Enjoy a comprehensive benefits package, including municipal pension plan.
- 12 annual statutory holidays with generous vacation entitlement and accrual
- Perks including onsite fitness classes and discounts to 350 BC-wide recreational programs, travel, technology, car and bike sharing, and more.

To apply for this rewarding opportunity, click [here!](#)

For more information contact Linda Hand, Manager, Talent Acquisition, Clinical Services at lhand@phsa.ca

What we do

Provincial Health Services Authority (PHSA) plans, manages and evaluates selected specialty and province-wide health care services across BC, working with the five geographic health authorities to deliver province-wide solutions that improve the health of British Columbians. Our values reflect our commitment to excellence and include: Respect people – Be compassionate – Dare to innovate – Cultivate partnerships – Serve with purpose. Learn more about PHSA and our programs: <https://jobs.phsa.ca/programs-and-services>

PHSA is committed to employment equity and hires on the basis of merit, encouraging all qualified individuals to apply. We recognize that our ability to provide the best care for our diverse patient populations relies on a rich diversity of skills, knowledge, backgrounds and experiences, and strive to create a safe, inclusive and welcoming environment.

**Regular, Full-Time
Closing Date: July 31, 2019
Ref# CW_CMO**