

HEAD, DIVISION OF CRITICAL CARE

1 to 1.5 Day(s) per week

5 Year Term (Optional 1 Renewable Term Upon Review)

POSITION OVERVIEW:

This role will work as a dyad with the Manager, Critical Care Services. The dyad leadership structure, as is structured throughout the organization, ensures accountability and collaboration. The Head, Division of Critical Care will report to the Chief, Department of Medicine and Vice President, Medical Affairs; and in close partnership with the Director for Critical Care and the Vice President, Clinical Programs, the Division Head will be responsible to support the delivery of safe, high quality, highly accountable and efficient patient care. As a trusted advisor and collaborator, the Division Head will be responsible for thought leadership with regards to the care of the deteriorating patient, management of the critically ill patient regardless of location within the organization, and in collaboration with all stakeholders to improve communication, transfer of accountability and overall quality of care. The Division Head will ensure that priorities are aligned with the Hospital's strategic plan. A voluntary external review conducted in 2024 will also help shape and develop the new Head of Division's strategy for the next 1-3 years. Active attendance and participation at Medical Council, Department of Medicine meetings and Medical Quality and Patient Safety (MQPSC) is required. Active attendance and participation in regional critical care meetings only as required.

The key leadership attribute will be collaborative and as a trusted and valued MGH healthcare leader, you will provide advice and counsel on advocacy, emerging therapies, and emerging technologies that will inform the overall strategy for the Medicine Health Service.

PRIMARY RESPONSIBILITIES:

- Be responsible for scheduling and management of credentialed clinician human resources for Division of Critical Care;
- Help develop tools to support clinical decisions supporting clinicians caring for deteriorating patients and help develop and disseminate transfer of accountability policy for the movement of the deteriorating patient throughout the organization;
- Provide leadership for clinical education, adoption and optimization of clinical decision tools;
- Co-lead, with Chief, Department of Medicine and VP, Medical Affairs, the development of critical care human resource strategy;
- Co-manage aspects of relationship building with other healthcare organizations and regional stakeholders. Engagement with provincial stakeholders will be in collaboration with the VP, Medical Affairs and VP, Clinical Programs;
- Chair and/or participate in various committees relevant to care of the deteriorating patient, critically ill patient or patients in need of monitoring;
- Meet regularly with clinical and operational leadership and participate in clinical committees relevant to patient safety, prolonged and long-term ventilation, management of the deteriorating patient, Code Blue team and CCRT;
- Manage all aspects of relationship building with internal stakeholders including (but not exclusive to) Department of Anesthesia, Department of Surgery, Department of Medicine, Department of Transitional Care and Department of Emergency Medicine
- Develop robust effective and efficient change management processes for evolving human resource challenges and changing clinical demands;
- In collaboration with the Chief, Department of Medicine and VP, Medical Affairs, help develop the vision and strategy for critical care services at Michael Garron Hospital.

QUALIFICATIONS:

- Must have an MGH Medical Staff Appointment and be credentialed with the Hospital to be considered for this role; or must be eligible to be credentialed with the Hospital.
- Minimum 5 years' of experience leading in a clinical setting or healthcare system or work experience

leading in clinical project or change management roles.

- Demonstrated experience and/or formal training in healthcare leadership, resource management or to transform healthcare delivery in quality of care, patient safety and sustainability.
- Royal College Specialty certification (or equivalent) in Adult Critical Care is required.
- Experience or knowledge about LEAN or equivalent methodologies is desirable.
- Demonstrated ability to influence, engage and collaborate effectively with stakeholders.
- Superior communication (written & oral) skills required.
- Superior interpersonal and organization skills required.
- Proficient computer skills required.
- Demonstrated embodiment of MGH core values is of paramount importance.

If you are interested in this challenging and rewarding opportunity, please forward your cover letter and CV in confidence by October 30th, 2024 to: Dr. Christopher Smith, E-mail: christopher.smith@tehn.ca