



Medical Lead, Indigenous Community Health Centre – Primary Care Network Campbell River & District

Job Title:	Medical Lead
Hours:	Flexible Hours
Wage:	\$248,222.00 (0.2 FTE)

Laichwiltach Family Life Society (LFLS): With a vision to empower and promote healing and education in our communities from an Aboriginal perspective, LFLS nurtures cultural awareness and self-sufficiency. Campbell River & District Primary Care Network (CRDPCN): CRDPCN aims to integrate health services, support patient medical home development, improve team-based care, and find primary care providers for unattached patients in the Campbell River & District communities. LFLS has partnered with CRDPCN to host the innovative Indigenous Community Health Centre (IHC), a ‘first-of-its-kind’ initiative to deliver culturally safe and respectful healthcare services to Indigenous communities across the region.

The **Medical Lead** is a co-leadership position with operational decision making collaboration intended, alongside the Health Director. With the position of Co-Leader, the Medical Lead works proactively with others (including patients) to enhance teamwork (including collaboration between physicians and staff) and to facilitate continuous quality improvement of services at the site. This position reports to the Executive Director for LFLS.

Knowledge & Skills:

Leadership

- Stays abreast of the organization's operations in accordance with best practices, ethical guidelines, and regulatory requirements.
- Provides clinical guidance and mentorship to the health care team.;
- In collaboration with the Health Director, fosters a healthy, respectful working environment that supports clinical practice and promotes team-based care among an interdisciplinary team.
- Cultivates and sustains ongoing communication with the primary care team to promote effective engagement, efficient collaboration, and a supportive, safe, and collegial work environment.
- Defines distinct lines of responsibility and accountability for the primary care team, and appropriately delegates responsibilities.
- Cultivates an atmosphere conducive to evidence-based clinical practice, promoting professional growth, wellness, and the development of healthcare providers.
- Supports educational training for medical students and residents, offering supervision and ensuring that the program component aligns with educational objectives.
- Supports dissemination of information relevant for physicians; and represents the IHC in communication with the College of Physicians and Surgeons of BC.

Program planning and management

- Participates in the development and implementation of the IHC care model;
- Participates in planning for the functional, space and equipment requirements for the centre and establishes processes for the allocation, review and management of primary care resources in conjunction with the Clinic Manager;
- Supports partnership development with the Division of Family Practice and the Regional Health Authority;
- Supports physician engagement in Health Centre activities such as the clinical working group and the community of practice;

Human resources management (in collaboration with the Health Director)

- Supports in the development of a medical human resources plan;
- Supports medical staff selection, identifying credentialing and privileging processes to ensure qualified and competent practitioners;



- Supporting the Health Director, ensures that all new physicians, locums, medical students and residents are effectively oriented to the centre;
- Supports the Health Director in directing administrative staff to coordinate an efficient, effective and comprehensive physician schedule to ensure minimal disruption to primary care services.

Patient safety and incident reporting (in conjunction with Health Director)

- Supports process for recognition and reporting of patient safety incidents and near misses;
- Supports team members regarding the timely reporting of each incident;
- Recognizes and analyzes information to improve safety systems;
- Supports process for recommended actions to be implemented;
- Notifies the College of Physicians and Surgeons of British Columbia of patient safety incidents requiring mandatory reporting.

Quality and safety (in conjunction with Health Director)

- Supports Health Director in ensuring primary care meets medical care standards as per the College of Physicians and Surgeons of BC, by establishing and maintaining administrative procedures, protocols and systems;
- Supports Health Director in ensuring that appropriate processes are in place to measure and improve the quality of care provided by primary care staff;
- Participates in the analysis and interpretation of quality activities and prepares and presents quality reports;
- Participates in process development to increase Health promotion and prevention strategies
- Awareness of Team based care model of primary care service delivery
- Dedication to creating and maintaining a culturally safe workplace based on cultural humility, sensitivity, and awareness; ensuring cultural values and traditions are respected in all activities
- Enthusiasm for and experience in working with patients who have experienced inequities to accessing health care due to social determinants of health

Qualifications:

- A medical degree and licensed and in good standing with the College of Physicians and Surgeons of British Columbia, the College of Family Physicians of Canada or the Royal College of Physicians and Surgeons of Canada, as well as the local Division of Family Practice
- Current Canadian Medical Protective Association coverage
- Medical leadership experience
- Formal education in health administration (management education) or demonstrated willingness to undergo same

How to apply:

- Submit your cover letter and resume noting 'Medical Lead – ICHC' in the subject line to:
executivedirector@lfls.ca