



POSTING

Open Till Filled

Executive Medical Director Access and Flow

The Executive Medical Director (EMD) Access and Flow is accountable, in partnership with the Executive Director (ED) Access and Flow, for the integration, strategies and delivery of services to optimize access and flow across Fraser Health.

The EMD provides leadership and strategic direction to Access and Flow Services, with a focus on the physician role in the system. Through partnerships with clinical and physician leaders, plays a key role in the system design, implementation and the sustainability of improved patient flow and increased clinical capacity.

This position reports to the Vice President (VP) Quality, Access and Flow.

Preferred qualifications and experience for the successful candidate:

- Eligibility for membership on the FH Medical Staff
- Five (5) years leadership experience within the healthcare sector
- A Master's degree in health administration or business administration is preferred and experience in medical quality, standardization and recruitment is highly desirable
- Additional leadership training is preferred
- Experience with budgetary and operational planning is desirable.

See the Role Description below.

To apply please send a covering letter and your CV in confidence to:

Domenique Busto, Client Partner, Physician Recruitment Talent Acquisition & Onboarding | Fraser Health

E-mail: domenique.busto@fraserhealth.ca

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Executive Medical Director Access and Flow

Role overview

Reporting to the Vice President (VP) Quality, Access and Flow, the Executive Medical Director (EMD) Access and Flow is accountable, in partnership with the Executive Director (ED) Access and Flow, for the integration, strategies and delivery of services to optimize access and flow across Fraser Health.

The EMD provides leadership and strategic direction to Access and Flow Services, with a focus on the physician role in the system. Through partnerships with clinical and physician leaders, plays a key role in the system design, implementation and the sustainability of improved patient flow and increased clinical capacity.

Key Areas of Involvement

1. Provides senior medical leadership in strategic planning, integration and implementation of strategic and operational short and long-term capacity goals and objectives that support access and flow. Establishes and maintains effective working relationships with physician and clinical leadership to coordinate and integrate improvements to access and flow across Fraser Health at the regional, site and program/service level, with an emphasis on improved patient outcomes.
2. Supports the development and implementation of Fraser Health's Access and Flow policies supporting core initiatives that include: Ten Hour Rule Performance, Care and Discharge Planning Processes, Average Length of Stay/Expected Length of Stay Ratio, Average Length of Stay and Reducing ERIN occupancy. Provides a senior perspective to link business and best clinical practice.
3. Supports local site leadership implementation of Fraser Health's Access and Flow policies and processes and performance monitoring. Holds shared accountability to drive local change to improve performance and maintain standardized best practices across the system ensuring performance targets are met, and drives real-time data analysis for informed decision-making.
4. Reviews needs for physician human resource planning to enhance Fraser Health Access and Flow requirements.
5. Leads and supports physician leaders (RMD, PMD, and SMD) to implement and sustain optimum Access and Flow metrics. Aligns the needs of physicians, patients, and the overall system in the collection and dissemination of data. Works with partners across acute and community services to ensure alignment of multiple clinical capacity initiatives.
6. Represents Fraser Health with provincial health authorities, the Ministry of Health, BC Emergency Health Services, transportation organizations, levels of government, educational institutions, and where required research facilities, to ensure optimal service support across Fraser Health.
7. Represents Fraser Health to mediate flow-related activities across the internal system, BC Health Authorities and inter-provincially.
8. Provides leadership to support a physician experience that reflects support of the well-being and safety of our people through effective feedback, retention strategies, work practices that support work/life balance and encourage personal and professional development.
9. Support RMD/PMD/SMD in working with Medical Staff and HAMAC to promote integration of Access and Flow performance monitoring principles into clinical practice.

Data Analytics

1. As a senior medical leader, acts as an expert on data collection, dissemination and the role it plays in improving system flow.
2. Oversees and monitors system wide patient access and utilization reports.
3. Analyzes hospital patient flow and efficiencies through the lens of medical staff. Proactively manages flow bottlenecks and leverages data analytics to predict problems before they occur.
4. Integrate medical leadership into the data and processes required for efficient system flow. Align accountabilities of medical leaders with the technology and data needed to enable those accountabilities.

Leadership

1. Provide leadership through mentoring, coaching, and modeling a collaborative working style and leading by influence and respect.

Strategic and Policy Advice

1. Provide senior medical administrative leadership and decision making, in relation to professional and strategic matters.
2. Identify emerging issues in the local, provincial, federal and international arenas that could influence standards and quality of medical practice within Fraser Health (FH).
3. Identify emerging strategic issues involving FH Medical Staff to the VP Quality, Access and Flow.

Medical Legal Issues

Identify potential liability issues and legal concerns and provide advice for specific cases/files to appropriate medical leaders and/or FHA legal counsel as required.

Leadership Development

The EMD Access and Flow will actively participate in professional development activities in management and leadership as agreed with the VP Quality, Access and Flow.

Performance Evaluation

The EMD Access and Flow will establish leadership goals and role performance objectives consistent with the PerformanceLink process.

The EMD Access and Flow's performance shall be evaluated via PerformanceLink by the VP Quality, Access and Flow and may include inter-disciplinary peer input from, but not be limited to:

- Medical Directors (Sites, Regional, Program, Executive)
- CMIO
- VPs
- Executive Directors

- Medical Staff

Qualifications and Experience

- Eligibility for membership on the FH Medical Staff
- Five (5) years leadership experience within the healthcare sector
- A Master's degree in health administration or business administration is preferred and experience in medical quality, standardization and recruitment is highly desirable
- Additional leadership training is preferred
- Experience with budgetary and operational planning is desirable.

Leadership Competencies

- General
 - Possesses excellent interpersonal skills and can work effectively with a diversity of personalities, being approachable and showing respect for others
 - Demonstrated ability to interact with and lead the broader physician community.
 - Demonstrated leadership in roles to lead and move forward complex organizational change issues across health service programs to support broad transformational objectives.
 - Demonstrated ability as an effective consensus builder able to work through influence rather than formal authority.
 - Demonstrated leadership abilities to incorporate program/hospital needs within the broader context of the health delivery system and multiple program requirements.
 - Demonstrated ability to work and lead within a matrix reporting structure.
 - Sound working knowledge of planning concepts related to service delivery, budgetary, staffing, quality and strategic initiatives.
 - Proven verbal and written communication and presentations skills within a senior leadership capacity.
 - Proven proficiency leading practice of the field of health program leadership.
 - Possesses a good grasp of clinical workflow, including in-patient, ambulatory, community health and primary care settings, health information systems and outcomes measurement.
- LEADS Competencies
 - Leading People: acting with integrity and trust; building a team environment; communicating clearly; and fostering the potential of others.
 - Leading Change: striving for personal mastery; leading with Vision; inspiring and engaging; and, promoting innovation.
 - Partnering: focusing on customers and engaging stakeholders.
 - Achieving Results: understanding and demonstrating accountability.
 - Business Acumen: managing resources; possessing health environment and political awareness.

Time commitment

It is expected that the role will require 0.6 FTE (22.5 hours/wk) and a presence in the role over 3 days per week.

Term

The term of appointment as EMD Partnerships and Performance shall be for one (1) year, renewable upon the recommendation of the VP Quality, Access and Flow and the VP Medicine. In recommending renewal, consideration shall be given to the results of annual performance reviews.