

# Program Medical Director, Indigenous Health

Fraser Health is responsible for the delivery of hospital and community-based health services to over 1.9 million people in 20 diverse communities from Burnaby to Fraser Canyon within the traditional, ancestral and unceded territories of the Coast Salish and Nlaka'pamux Nations, which is home to six Métis Chartered Communities.

We are ready to welcome a Program Medical Director (PMD), Indigenous Health to our team. As a co-lead, you will share responsibility to ensure high quality health services and continuous quality improvement for culturally safe service delivery. With the organizations' priorities in mind, your commitment to action will enhance Indigenous cultural safety, address Indigenous-specific racism, and eliminate health disparities between Indigenous and non-Indigenous peoples.

Your commitment to an integrated and seamless approach to care planning delivery will strengthen culturally safe services, improve outcomes, and provide better quality patient care. Your voice will engage key partners to guide regional service goals and lead system change to positively impact Indigenous patients and providers. Your strength to address critical matters in partnership is valued as you connect with appropriate Departmental Medical Leaders regarding physician governance, including professional medical practice issues that impact Indigenous peoples.

As a relationship builder, your commitment to collaborative consultation with Indigenous communities, government and organizational leadership will enhance the delivery of culturally safe care by Fraser Health staff and medical staff. If you are ready to contribute your leadership talents and make real change a priority, we invite you to join the Indigenous Health Team in this meaningful work.

## Key Areas of Involvement:

With direction from the VP, Indigenous Health and Cultural Safety, the PMD, Indigenous Health will also work in partnership with the Director Strategic Initiatives, Indigenous Health and Director Clinical Operations, Indigenous Health. The PMD, Indigenous Health will build relationships and work with various stakeholders at all levels and across organizations and communities. The PMD, Indigenous Health is accountable for the following:

- Informs regional strategic planning for the Aboriginal Health program, within the context of Ministry of Health and Fraser Health strategic plans, ensuring alignment with broader organization objectives.
- Participates, collaborates and supports the Indigenous Cultural Safety, Aboriginal Health Liaison, Aboriginal Health Primary Care, and the Aboriginal Health Mental Health and Substance Use teams by providing medical expertise and guidance.
- Provides leadership and supports Fraser Health physician groups to weave Indigenous health and cultural safety concepts in to their clinical practice.
- Informs strategic planning to influence primary health care services through targeted partnerships with the Divisions of Family Practice, the BC College of Physician and Surgeons, Medical Advisory Committees, the Medical Directors of BC and other physician leadership tables.
- Provides medical leadership and guidance to directly impact improved quality and safety of patient care provided by physicians and other clinicians across the continuum of care; informs clinical education opportunities and partnerships with post-secondary institutions.
- Engages Indigenous communities, populations, patients/clients/residents and the public to reflect their needs in the development of regional Aboriginal Health program plans, particularly where significant change is anticipated.



- Establishes program processes and outcome targets for physicians and clinicians to implement cultural safety and care into their practice, and the development of key indicators for monitoring and reporting in support of meeting strategic goals and objectives. Continually monitors the regional Aboriginal Health program plans and provides status updates to the LHA and the Fraser Health Executive Team. Identifies action plans to address variances in program performance.
- With the VP, Indigenous Health and Cultural Safety and working closely with the Indigenous academic and clinical research leadership, facilitates discussions on the development of innovative strategies to facilitate clinical teaching, learning, and research opportunities.
- Participates as a member in joint Aboriginal Health leadership tables, including the Aboriginal Health Steering Committee, Aboriginal Health Operations Committee, and Partnership Accord Working Groups.
- Upholds and works in partnership with First Nations, Métis Chartered Communities, First Nations Health Authority, Métis Nation of BC and urban Indigenous organizations throughout region.

#### **Qualifications, Experience & Competencies:**

- Medical Degree & 10 years' clinical practice experience
- Eligible for licensure with the College of Physicians & Surgeons of BC
- Medical leadership within a clinical setting
- Trauma & resiliency informed care & quality/risk management, accreditation guidelines & relevant legislation.
- Demonstrated commitment to Indigenous cultural safety and Truth and Reconciliation Commission of Canada Calls to Action.
- Demonstrated understanding of the historical and contemporary Indigenous determinants of health.

Preference will be given to candidates who identify as Indigenous including First Nations, Métis, or Inuit.

**Time Commitment:** 0.4 FTE. You will be supported by a Team who will assist as needed and provided the flexibility required to complement your existing practice.

View the detailed job description [here](#).

If you have any questions or are interested in learning more about this opportunity with Fraser Health, please contact Domenique Busto, Client Partner, Talent Acquisition, Physician Recruitment at [Domenique.Busto@fraserhealth.ca](mailto:Domenique.Busto@fraserhealth.ca)

**Applications will be accepted until position is filled.**

*Fraser Health values diversity in the work force and strives to maintain an environment of Respect, Caring & Trust. Fraser Health's hiring practices aspire to ensure all individuals are treated in an inclusive, equitable and culturally safe manner.*

