

Program Medical Director, Indigenous Health

Role Summary:

Reporting to the Vice President (VP), Medicine, and working in partnership with the Director, Strategic Initiatives, Indigenous Health and Director, Clinical Operations, Indigenous Health, the Program Medical Director(PMD), Indigenous Health shares responsibility for ensuring high quality health services and continuous quality improvement for culturally safe service delivery. The PMD, Indigenous Health contributes to the organization's priorities to enhance Indigenous cultural safety, address Indigenous-specific racism, and eliminate health disparities between Indigenous and non-Indigenous peoples.

The PMD, Indigenous Health contributes to the provision of an integrated and seamless approach to care planning delivery that will result in the enhancement of culturally safe services, improved outcomes, and better quality patient care across Fraser Health. The PMD, Indigenous Health acts as a liaison between key partners to guide the achievement of regional service goals, regional clinical policies and procedures, resource optimization and service alignment, evaluation and quality improvement, identification and monitoring of service standards and standardization of clinical protocols and guidelines. The PMD, Indigenous Health links with appropriate Departmental Medical Leaders to address matters of physician governance, including professional medical practice issues

The PMD, Indigenous Health will ensure consultation with Indigenous communities, government and organizational leadership with respect to the delivery of culturally safe care by Fraser Health staff and medical staff.

Key Accountabilities:

With direction from the VP, Indigenous Health and Cultural Safety, 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.
- Meets regularly with the VP, Medicine and VP, Indigenous Health and Cultural Safety regarding issues of patient care and clinical practice.
- 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.

- In support of achieving the strategic planning objectives, works with all local health areas (LHAs) to plan service delivery (including volumes and service delivery model at each LHA). Ensures resource impacts are considered.
- Ensures collaboration with program, site and network leadership and other stakeholders including department heads, to identify, prioritize, and implement opportunities to improve direct patient care and safety, coordination and integration of services along the continuum of services across the region, including acute sites.
- Consistently identifies opportunities to improve Indigenous health outcomes and quality standards and to match services against community needs.
- 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.
- Represents Fraser Health interests to inter-regional, provincial and national interest groups.
- Acts as a spokesperson for the Fraser Health Aboriginal Health department as required and participates on relevant medical committees and boards.
- 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.
- Performs all other related responsibilities as required.

Qualifications:

A Medical Degree and eligibility for licensure with the College of Physicians and Surgeons of British Columbia supplemented by medical leadership experience within a clinical setting and ten (10) years’ successful clinical practice experience. This experience will be complemented by knowledge of trauma and resiliency informed care and quality/risk management, accreditation guidelines and relevant legislation.

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

Competencies:

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| <p>Role Specific Expertise:</p> <ul style="list-style-type: none"> • 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. • Demonstrated ability to manage large-scale programs. • Demonstrated leadership including ability to inspire and direct teams towards a vision and goal. • Capacity for patient/client/resident, team and interpersonal insight, vision development and motivation. • Broad systems thinker. • Strong organizational commitment, including clarity of values and direction. • Commitment to resources stewardship and management. • Demonstrated stakeholder engagement skills with high level of proficiency in building networks and leading teams. • Demonstrated excellent communication, facilitation, and negotiation skills. • Demonstrated analytical and strategic skills. • Ability to understand work with academic and research leaders and support a learning environment. |
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