

## **Role overview:**

Reporting to the VP Medicine and Regional Programs, the EMD Partnerships and Performance is accountable for the professional activities and performance management of the Regional Medical Directors (RMDs)/Regional Department Heads (RDHs) .

The EMD Partnerships and Performance also provides senior level leadership to the Department of Research and Evaluation.

## **Key areas of involvement**

### **Quality and Standardization**

Support the RMDs and RDHs to effectively meet quality and standardization deliverables. Specifically...

1. Ensure appropriate, standardized and consistent standards of medical care and practice are developed and implemented for Medical Staff across FH.
2. Ensure effective quality improvement and patient safety activities occur within the assigned programs and Regional Departments.
3. Establish effective communication mechanisms (quality and performance improvement network) amongst RMDs to allow sharing of best practices and strategies for adoption of best practices.
4. Support the RMD in securing resources and other supports (including but not limited to professional practice, quality advisors, funding, Health and Business Analytics) for Medical Staff quality improvement and patient safety activities.
5. Work closely with FH leaders and HAMAC to ensure alignment to FH quality and patient safety priorities.
6. Attend meetings of Regional Departments to support development and adoption of care and practice standards as required.
7. Work with SMDs, PMDs, RMDs and RDHs, and advise HAMAC, in the implementation of provincial privileging dictionaries in all Regional Departments as part of the new C&P system.

### **Medical Performance**

1. Identify and communicate emerging trends and/or new performance improvement initiatives within FH.
2. Ensure systems are in place to collect data, monitor and report on the performance of Medical Staff related improvement initiatives.
3. In collaboration with PMD, RMD and RDH develop key performance measures for physician quality improvement and patient safety practice standards in local, provincial, federal and international arenas.
4. Support RMD/PMD in working with Medical Staff and HAMAC to promote integration of performance monitoring principles into clinical practice.
5. In partnership with EMD Physician Partnerships and Development, and in consultation with the RMDs, RDHs, SMDs, HAMAC and Medical Affairs, develop and implement an in-depth performance evaluation process and system for all Medical Staff members consistent with MoH and PSSAC guidance.

6. Provide advice and recommendations regarding cancellation, suspension, restriction, non-renewal, or maintenance of the privileges of all members of the Medical Staff.

### **Leadership**

1. Provide leadership through mentoring, coaching, and modeling a collaborative working style and leading by influence and respect.
2. Support the RMD and their administrative partner in establishing and maintaining effective working relationships.
3. Support the RMD in building effective partnerships and collaborative working relationships within areas of professional practice, quality, health and business analytics.
4. Support RMDs in recruitment and credentialing of Medical Staff.
5. Coordinate the activities of the RMDs and RDHs across the assigned programs in respect of Medical Staff issues.
6. Represent FH at Provincial level committees as requested.
7. Attend Health Authority Medical Advisory Committee (HAMAC) as a voting member.

### **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 Medicine and Regional Programs.

### **Research and Evaluation Services**

1. Provide leadership for the Director, Evaluation and Research Services
2. Oversee and provide guidance to the Regional Medical Director, Research.
3. Promote opportunities for partnerships for research and education initiatives.

### **Performance Reviews**

1. Participate with VP Medicine and Regional Programs in performance reviews of RMDs based on the role deliverables and performance expectations, in line with *PerformanceLink* schedule.
2. Participate with RMDs in the formal performance reviews of RDHs based on the service requirements and performance expectations.
3. Make recommendations to the VP Medicine and Regional Programs for renewal of Regional Medical Directors and Regional Department Heads.

## Medical Education and Academic Development

1. Liaise with the University of British Columbia to support undergraduate and postgraduate medical education.

## Dispute Resolution

Mediate disputes involving members of the Medical Staff, including other medical leadership as appropriate.

## 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 Partnerships and Performance will actively participate in professional development activities in management and leadership as agreed with the VP Medicine and Regional Programs.

## Performance Evaluation

The EMD Partnerships and Performance will establish leadership goals and role performance objectives consistent with the *PerformanceLink* process.

The EMD Partnerships and Performance's performance shall be evaluated via *PerformanceLink* by the VP Medicine and Regional Programs 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 \_\_\_\_\_ FTE (\_\_\_\_ hours/wk) and a presence in the role over \_\_\_\_\_ days per week.

## Compensation

Based on HEABC **Medical Leadership – Profiles & Compensation for FFS Physicians** the compensation for this role will be XXXX

## Term

The term of appointment as EMD Partnerships and Performance shall be for three (3) to five (5) years, renewable upon the recommendation of the VP Medicine and Regional Programs. In recommending renewal consideration shall be given to the results of annual performance reviews.