



Port Hope Northumberland Community Health Centre

"Building a healthier community together"

Full-time Director of Primary Health Care

The position of Director of Primary Health Care is an opportunity for an experienced healthcare manager to lead an evidence informed service model of primary health care directed at achieving better health for a vulnerable population and breaking cycles of health inequity.

The Director will lead the operation of primary health care services within the organization which currently includes, primary health care providers (MDs/NPs), RPNs (including lab and Ontario Telemedicine Network), medical secretaries and social work/counselling services. The Director will ensure that all professionals will operate in an integrated manner designed to achieve and demonstrate clearly articulated goals.

This position will, under the direction of the Executive Director, lead the operational management of these programs with the support of the senior management team.

It is an expectation that the incumbent will contribute to a constructive workplace culture which engages staff, embraces health equity, meets performance targets and contributes to a respectful and supportive workplace. The Director will be called upon to represent the organization in service partnerships and planning within Northumberland County.

The Director will work, as required, from both our Port Hope location and our new site in Cobourg (summer/fall 2018).

Responsibilities:

Ensure the safe and effective operation of primary health care and counselling services while meeting performance targets set by funders and/or within the organization.

Co-lead the development, implementation, monitoring and reporting of work plans to achieve positive outcomes that advance our strategic and operational plans, and take corrective action where necessary.

Engage team clinicians and support staff to ensure delivery of high quality clinical services.

Support a culture of continuous learning.

Maximize patient/client positive outcomes, within allocated funding, by operating primary care services in a manner consistent with government and CE LHIN policy and quality imperatives.

Contribute to Sub Region Planning to identify local priorities in collaboration with community partners and funders.

Ensure a robust system of clinical governance, including clinical support, incident reporting, risk management and consumer feedback and engagement.

Ensure compliance with all relevant legislation, regulations, standards and policies.

Lead and manage key program area functions to ensure effective use of resources and cross program collaboration to benefit client experience and outcomes, and staff support, engagement and development.

Commitment to the use of evidence, consumer-focused care.

Effectively communicate with and educate internal and external stakeholders in a way that demonstrates a clear understanding of critical issues and inspires commitment from others to achieve organizational strategic directions.

About the Centre:

The Port Hope Northumberland Community Health Centre (PHNCHC) is located in the Municipality of Port Hope with a second site scheduled to open in the Town of Cobourg in August 2018.

The PHNCHC provides primary care, diabetes education, mental health counselling, geriatric outreach services, dental care, and many health promotion and community development activities to the communities within Northumberland County.

The primary target populations of the PHNCHC include; the frail elderly, those with mental health and addictions problems, youth at risk, and those living in poverty. It is held that effective primary health care addresses the social determinants of health, including social inclusion, access to shelter, education, income and employment security, food and stable eco-systems. It encompasses primary care, illness prevention and health promotion, using community development toward building healthy public policy in supportive environments.

Key Selection Criteria:

- Preference will be given to a RN but we will consider applicants from other regulated health professions with management experience and/or proven leadership skills who are knowledgeable in team functioning, performance and process, gathered over the course of an exceptional career in health care settings – primary care and home and community care experience is strongly preferred but leadership in a hospital setting will also be considered.
- Extensive knowledge of strategies to maximize operational performance for long term sustainability in a Primary Health Care Service and demonstrated capacity to implement them.
- Comprehensive understanding of relevant funding, legislation, regulations and policies guiding Ontario's health care system.
- Ability to analyze of complex issues and implement effective solutions.
- High level written and verbal communication skills including preparation of proposals and grants, and the capacity to influence others to achieve organizational outcomes.
- Previous leadership success, including demonstrated commitment to use of evidence, achievement through influence and the fostering of innovation.

- Experience with electronic health records and Microsoft office suite.
- Financial and budget management.

A current Vulnerable Persons Criminal Reference Check will be required.

The Port Hope Northumberland Community Health Centre offers a competitive compensation package which includes HOOPP (Healthcare of Ontario Pension Plan). Salary range for this position will be discussed prior to candidates entering into the interview process.

Please submit cover letter and resume, to careers@porthopechc.ca citing “Director of Primary Health Care Application” before 5 pm February 2nd, 2018.

Please note, only candidates selected for an interview will be contacted. No phone calls please.

As part of our ongoing commitment to the Accessibility for Ontarians with Disabilities Act, the Port Hope Northumberland Community Health Centre will provide assistance to applicants who request accommodation throughout the recruitment process.