The North Simcoe Muskoka Local Health Integration Network (NSM LHIN) is one of 14 local organizations that have been created in Ontario to plan, coordinate and fund local health services, including hospitals, long-term care homes, community health centres, community support service agencies, and mental health and addictions agencies. The office of the North Simcoe Muskoka LHIN is located in Orillia, Ontario. Each of the province's 14 Local Health Integration Networks (LHINs) is subdivided into smaller regions generally referred to as Sub-LHINs. In North Simcoe Muskoka, the Sub LHIN regions are Barrie and Area, South Georgian Bay, North Simcoe, Muskoka and Couchiching.

The NSM LHIN is home to close to 453,710 people and encompasses the District of Muskoka, most of the County of Simcoe and a portion of Grey County. Responsible for $850 million in funding to allocate amongst 61 unique health service provider organizations, North Simcoe Muskoka residents have benefited from numerous LHIN programs and initiatives.

The recently passed Patients First Act, 2016 will expand the mandate of the LHIN to include responsibility for organizing, managing, and delivering home and community services previously delivered by the Community Care Access Centres, primary care planning, sub-regional health care planning and integration, and creating more formal relationships with Public Health.

The NSM LHIN is looking for professionals with the right skills to work with their multi-disciplinary teams to use best practices and leading edge approaches to meet their populations' health needs today and in the future.

Clinical Lead, Muskoka Sub region (Part Time Position - 1 day per week)

The Clinical Lead, Muskoka Sub-Region, will be responsible for local quality initiatives, working closely with primary care providers, inter-professional teams, and administrative leads in the LHIN sub-region to achieve provincially defined performance metrics, and to develop a more integrated network of care at the sub-region level, including primary care, public health, home care and community care, mental health and addictions, long-term care, and acute care.

As a respected clinician in the community, this individual will provide leadership for local clinical engagement within the sub-region and will advise the LHIN senior leadership team, participate in local planning tables, and work collaboratively to improve care for the population of the sub-region and the LHIN.

DUTIES AND RESPONSIBILITIES:

Quality Improvement and Sub-Regional Planning

- Work closely with sub-region Directors of System Transformation and Home and Community Care to oversee quality improvement, patient safety and performance management within LHIN sub-region.
- Support the design and implementation of the LHIN primary care strategy within the sub-region in collaboration with other LHIN Clinical Leads, LHIN staff and other partners.
- Champion clinical standards of care and lead clinical change management at sub-region level.
- Monitor performance indicators for the sub-region and work with LHIN staff to review and analyse health care service data and trends, including access to primary care, access to care post hospital discharge, avoidable ED visits, and others.

Relationship Management and Collaboration

- Act as a liaison between the NSM LHIN and primary care physicians and other providers in the region.
- In collaboration with the sub-region Directors of System Transformation and Home and Community Care, facilitate and actively involve local health care providers, through targeted outreach, and create opportunities to collaborate on integration and improvement initiatives that build lasting linkages between providers.
- In collaboration with the sub-region Directors of System Transformation and Home and Community Care, build a culture where patients, families, and caregivers have a voice and the community remains at the heart of discussions and decisions.
- Champion high-quality and safe care in the region and work collaboratively with all members of the health care team across all sectors (primary care, public health, home care and community care, mental health and addictions, long-term care, and acute care) to improve quality care and population health of the LHIN.

Advancing LHIN Strategies & Priorities

- Support development of, and participate in, regional and sub-regional governance structures and committees.
- Support the VP Clinical and other LHIN executive team members on development of sub-region health human resources planning.
- Provide advice to the VP Clinical and other LHIN leadership team on local engagement strategies, change management activities, performance measurement, physician education, and other opportunities to promote a continuous quality improvement culture in primary care and across sectors in the sub-region.

Quality and Risk Management

- Champions the desired organizational risk management tone and culture.
- Integrates sound risk management practices into the business processes and day-to-day decisions responsible for.
- Reports risks with causes, impacts or mitigations beyond scope of responsibility to senior management.
- Supports the participation of staff in learning opportunities to build competencies.

Credentials

- Active clinician
- Currently working in clinical practice within the region, and willing to maintain clinical practice if successful in achieving the Sub-Region Clinical Lead position
- Formal leadership training and change management would be an asset

Qualifications and Experience

Qualification	*Criteria*
Leadership Experience	• Practicing clinician in a regulated health profession, eligible to practice without restriction, actively engaged at the system level, with demonstrated leadership within the local community
	• Proven leadership experience in complex and dynamic health care environments; experience with health care initiatives designed to improve inter-sector integration.
	• Experience working with interdisciplinary teams and primary care partners.
	• Demonstrated ability to lead during a period of rapid change.
Knowledge and Understanding	• Demonstrated understanding of local health issues, priorities and needs while recognizing the broader trends in health care policy and system development.
	• Practical experience in change and improvement methods and tools, and the ability to draw on leading practices to adapt and apply these skills.
	• Experience developing and implementing health care quality improvement strategies or other large scale initiatives that cut across traditional health care sectors.
	• Knowledge of existing medical and clinical networks that can be tapped for effective engagement and communication of strategies and initiatives.
	• Proven skills to manage and guide planning and implementation, including developing resource requirements, timelines, and milestones.
	• Skills for and/or a good understanding of data management, analysis, and performance measurement.
Key Attributes	• Ability to work well with others in teams, networks and organizations and achieve consensus when there are diverse views.
	• Ability and credibility to reach and engage clinicians in different setting of care and disciplines.
	• Ability to think conceptually, to plan flexibly, to look for ways to improve and to operate within an ambiguous context and deliver results.
	• Sensitivity and organizational skills to operate effectively across complex work cultures and environments.
	• Political Acuity, and understanding and commitment to diversity.

To be successful, you will be able to work with initiative and judgment, be adaptable to changing priorities and have good problem-solving skills. You will have the confidence to work independently and be a

contributor to team performance. Your communication and interpersonal skills will be an asset when managing day-to-day issues in a fast-paced environment.

HOW TO APPLY: Please email resume and cover letter to nsmcareer@lhins.on.ca by 5pm on June 2, 2017.

The LHIN is an equal opportunity employer and all applicants are welcome. We thank all candidates for their interest, however, only those selected for an interview will be contacted. Individuals with a disability requiring accommodation during the application and/or the interview process should advise the recruitment contact so arrangements can be made.

Available in French upon request.