
Gastroenterologist, Division Head and Service Medical Director

Gastroenterology
Trillium Health Partners

Trillium Health Partners (THP) is the largest community based academic health network in Ontario serving over one million residents in the communities of Mississauga, Peel Region, and West Toronto. The hospital encompasses three main sites – Credit Valley Hospital, Mississauga Hospital, and Queensway Health Centre – offering a full range of acute care hospital services, as well as a variety of community-based specialized programs.

The Medicine Program at Trillium Health Partners is seeking a Division Head and Service Medical Director, Gastroenterology to lead the Division across Trillium Health Partners. External candidates successful in the recruitment process will be credentialed within the division of Gastroenterology as full time member of the Professional Staff, less time carved out to deliver on leadership accountabilities.

The Division Head and Service Medical Director will report to the Program Chief and Medical Director of the Medicine Program, and will work collaboratively with the Director, Outpatient Medicine & Regional CKD Program as well as the Director, Inpatient Medicine to oversee the clinical operations and medical quality of care within the Division of Gastroenterology in the Medicine Program. The Division Head and Service Medical Director will also maintain collaborative relationships with other Program leadership.

Services provided by the Division include performing endoscopy for elective outpatients, providing MRP coverage for patients admitted to Gastroenterology; providing consultant coverage as required; participating in shared Gastroenterology sub-specialty call including the provision of urgent endoscopy to inpatients, and participating in unplanned care within the Medicine program, which may include infrequent Internal Medicine consultations in the Emergency Department and/or wards (i.e. on-call) or infrequent most responsible physician (MRP) responsibilities for general medicine in-patients.

Specific Responsibilities of the Division Head and Service Medical Director, Gastroenterology

Quality of Care

- Identify areas of risk, resolve and manage medical quality of care issues in collaboration with the Program Chief of Medicine;
- Identify and promote opportunities to enhance safety and quality of care within the Gastroenterology Division;
- Participate in patient and family meetings when required to address concerns regarding quality of care or experience;
- Participate, and when indicated, lead quality of care reviews, patient safety incident analyses, critical incident disclosures and the implementation of recommendations resulting from quality of care reviews; and
- Oversee and support Division Members to ensure that rounds and educational/training opportunities are provided to members of the Division throughout the year.

Professional Practice

- Supporting the Program Chief and Medical Director by acting in an advisory capacity regarding the scope of practice, competency expectations and acceptable standards of care as they pertain to the Division of Gastroenterology;
- Lead the Professional Staff recruitment and credentialing as well as annual Professional Staff performance reviews for the Division, in collaboration with the Program Chief and Medical Director ;

- Provide regular feedback, coaching and support to Division members regarding quality of medical care based on best evidence, best standards of practice, and available data, that is in alignment with the Hospital's strategic objectives;
- Ensure the effective management of a 24/7 on-call schedule for the Division, as part of the roles and responsibilities of Division Members' privileges; and
- Providing leadership for the Division while promoting teamwork and collaboration, including role modeling THP's Respectful Workplace expectations and supporting performance management in collaboration with the Program Chief and Medical Director
- Facilitating communication with other Divisions (e.g., General Surgery) to improve collaboration and efficiencies across services
- Harmonizing physician model of care across sites to ensure safe, reliable, and high quality of care with an appropriate workload to optimize professional staff well-being

Clinical Operations

- Support Program Leadership to ensure that the goals and objectives of the Program are in alignment with the strategic vision of the Hospital;
- Participate in the annual capital and operational planning activities, including capital requests for equipment, redevelopment and information technology; and the Program's annual operating plan (e.g. budget; patient volume targets; Quality Based procedures; and goals and objectives);
- Attend Clinical Program Committee and Division Heads meetings to support and participate in decision-making related to programmatic objectives;
- Support the implementation of operational enhancements and strategic initiatives relevant to Gastroenterology services, including standardization of order sets, clinical protocols, policies and procedures;
- Establishing and attaining gastroenterology-endoscopy goals and objectives that support the hospital's strategic plan, including optimizing funded volumes and associated professional staff documentation; and
- Ensuring gastroenterology-endoscopy services across all sites operate in a safe and cost-effective manner that meets standards of care and regulated service guidelines relevant to endoscopy services, including ensuring gastroenterologists start on time, minimize overtime, and optimize pick up and use of vacant blocks.

Medical Education

- Support the medical education mandate within the Division in regards to the requirements for learners based out of the Mississauga Academy of Medicine, and/or residents at Trillium Health Partners; and
- Support environments and structures that enhance interprofessional education and the Hospital's relationship with the Mississauga Academy of Medicine.

Administrative Responsibilities

- Leading regular cross-site Division meetings at least 6 times annually, preferably monthly, to ensure Division members participate in advancing the Program's objectives as well as stay informed about clinical operational change
- Participating in Clinical Program Committees in the Medicine Program as required;
- Participating in operational decision-making committees as required;
- Participating as a member in the endoscopy governance structure;
- Implementing interventions to optimize the delivery of services, in collaboration with the Endoscopy Manager and Clinical Educator;
- Acting as an escalation point to resolving conflicts pertaining to inpatient and/or GI-endoscopy care, including pertaining to the GI-endoscopy schedule (e.g., assignment and redistribution of elective and/or urgent endoscopy time);

- Contributing to the development and maintenance of policies and guidelines for the preparation of GI-endoscopy patients, scheduling of patients, and efficient use of endoscopy resources by Gastroenterologists;
- Communicating any approved changes in the GI-endoscopy schedule, guidelines and policies and procedures to stakeholders;
- Collaborating with the Endoscopy Manager to implement the Endoscopy schedule among gastroenterologists, monitor patient flow, and respond to emergencies within the guidelines established by the Endoscopy governance structure; and
- Collaborating with medical and administrative leadership of other Divisions sharing endoscopy services to ensure consistent leadership practices at all sites.

Other Qualifications

The organization is an affiliated academic teaching centre with the University of Toronto. The preferred candidate would be expected to participate in teaching of undergraduate and postgraduate medical learners, and also have the opportunity to participate in clinical and applied research. Excellent interpersonal skills and a commitment to an inter-professional care model are also essential.

Interested candidates must have appropriate qualifications (Royal College of Physicians and Surgeons of Canada or its equivalent), and must be able to obtain a license to practice in the province of Ontario. The position is open to all qualified candidates; however, priority will be given to Canadian citizens and permanent residents of Canada.

The position represents an opportunity to join a group of dedicated healthcare professionals in a progressive organization. We are strongly committed to diversity within the community and especially welcome applications from visible minority group members, women, Aboriginal persons, and persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

If you wish to apply to the Division Head, Gastroenterology position, please submit a letter of interest (not to exceed one page) and a current C.V. by no later than January 17, 2020 to the attention of:

Dr. Amir Ginzburg, Program Chief and Medical Director, Medicine

E-mail: Katayoun.Ghovanlou@thp.ca

Copy: Amir.Ginzburg@thp.ca

Subject: Division Head-Gastroenterology