



### OUR VISION, MISSION & VALUES:

Women's Health Clinic (WHC) provides accessible, woman-centred services, creates strategic partnerships and advocates for system change. We work toward the vision of having equitable health and wellness services within and beyond WHC, delivered through a feminist lens. All our work is guided by our values – choice, inclusion, social justice, innovation and integrity.

### WHC EXPECTATIONS:

Every employee is expected to contribute to the mission, vision and values of WHC, and the achievement of its strategic plan through collaboration and teamwork. Employees are expected to consistently attend work, function within WHC's principles of services, contribute to the quality of our services for clients and look for ways to improve our overall effectiveness and enhance client experience. Employees will respect each other, clients and members of the public and create an environment where clients have the information, knowledge and support they need to achieve their individual health and wellness goals.

### WHC PROMISE:

WHC will provide employees with a respectful, healthy and safe work environment and compensate and recognize employees in a fair and meaningful way. We will provide employees with opportunities to participate in planning and decision-making and to communicate your concerns, ideas and suggestions. We will listen and be responsive. We will support employee growth and development through a culture of coaching, learning and encouragement.

#### **Job Stream:** D

**Union Classification:** Doctors Manitoba

**Position:** Physician – Abortion Program

**Position Reports to:** Director, Clinical Programs

### POSITION SUMMARY:

This position is responsible and accountable for providing specialized clinical expertise in abortion care, reproductive health education, and counselling related to women's health.

#### **Job Specific Day to Day Activities**

1. Provides direct service to clients seeking care in the abortion program, including medication and aspiration abortion (up to 16 weeks gestational age).
2. Maintains a strong knowledge base and skills to provide relevant clinical support to clients and accurately assess client needs
3. Participates in health care functions and counselling as required including but not limited to, medication and aspiration abortion, bedside ultrasound skills, IUD insertions/removals, contraception, and reproductive health.
4. Provides relevant and timely comprehensive health assessment and support to clients and others as determined by client needs and WHC.
5. Ensures accurate standardized records are created and maintained
6. Communicates test results and pertinent information to clients and/or other clinical staff
7. Makes referrals to other agencies, physicians or care givers
8. Supports clinical placements and act as a clinical preceptor for students

## ***Position Specific / Initiatives***

N/A

### ***Competencies***

#### **Client Service** (delivers client-centered services)

- Demonstrates in-depth understanding of diverse client needs and circumstances
- Provides attentive and supportive services to address client needs
- Follows-up to evaluate client service, needs and requirements and makes adjustments as required
- Provides guidance and feedback on client service policies and protocols

#### **Teamwork** (works effectively with diverse individuals, groups and communities, and builds collaborative partnerships and relationships)

- Is accessible and supportive to team members
- Adapts leadership style to meet the diverse and cultural needs of others
- Identifies beneficial partnerships and builds new relationships effectively
- Creates and works to support a work environment for effective teamwork and collaboration
- Works effectively in conflict situations to achieve a mutually beneficial result
- Identify conflict areas and mediate as necessary for resolution
- Builds a positive and inspiring work environment

#### **Communication** (effectively exchanges information and ideas to inform, educate, influence or advocate)

- Demonstrates active listening to others to ensure understanding
- Adjusts tone and messages depending on audience needs
- Influences and/or advocates for a person or cause in an effective manner
- Fosters an environment that promotes effective and respectful interactions
- Communicates honestly, respectfully and constructively in situations that may be tense and is aware of and minimizes the impact of a real or perceived power imbalance and impact on others
- Ensures confidential information is maintained by self and team; identifies risks to management

#### **Analysis, Problem Solving and Evaluation** (effectively analyzes, assesses and applies information to facilitate appropriate solutions and effective decisions)

- Identifies and critically analyses options to address needs and determine appropriate actions
- Makes effective decisions based on assessment and evaluation
- Provides solutions or resources to implement action plans for difficult/crisis situations
- Delegates decision making down to appropriate level if needed
- Builds support from stakeholders impacted by actions or decisions
- Evaluates actions, solutions and decisions once implemented and makes future adjustments as required

#### **Leadership:** (demonstrates skills and expertise to perform effectively and with integrity contribute to program results)

- Holds self and others responsible for fulfilling work commitments
- Ensures accuracy, high standards and accountability for own work results and team
- Responds efficiently and effectively to staffing issues within the scope of their role
- Fosters an environment that encourages others to share ideas

- Challenges assumptions and status quo thinking in self and others
- Is recognized as a change agent and helps others adapt to change effectively
- Provides timely and constructive feedback to others for development within the scope of their role
- Accepts feedback from others and acts on information
- Develops self and supports others to develop skills and experience

**Technical/Position Specific Competencies** (the application of competencies specific to professional certification/association standards and guidelines)

- N/A

**Risk Management:**

- Conduct and/or provide oversight and guidance to the abortion program to ensure quality control in health care assessments; accurate diagnosis, following established clinical guidelines; conducting proper chart reviews; and assessing accuracy in standardized client information.

**Education/Experience:**

- Proof of registration and certification with the College of Physicians and Surgeons of Manitoba for practice in Manitoba
- Canadian Medical Protective Association (member in good standing) or acceptable alternate
- Completion of all requirements related to current accreditation standards (i.e.: proof of ACLS, conscious sedation, U/S training etc.)
- Demonstrated computer proficiency
- Current Advanced Cardiac Life Support (ACLS) certification
- Interest and experience in community-based medicine and collaborative care

**Assets:**

- Current provider of abortion services in Manitoba including 2 letters of recommendation from an experienced provider confirming competency. *Note: training will be provided for new physician.*
- Have 2 to 3 years' experience in a community health setting
- Additional knowledge and experience in community relations/engagement and the delivery of women's health care services are an asset