



JOB POSTING #2024-078

Internal / External Posting

Union: DOCS MB

Posting Date: October 10, 2024

Posting Closed: November 6, 2024

Salary Range: per collective agreement

Opportunity: Physician / Medical Director - Medical Program

Site/Base Location: Women's Health Clinic Graham

Hours: 1.00 FTE / 40 hours per week

Anticipated Shift: Days / Evenings & Saturday rotation

WHC promotes personal agency and believes that all people should be empowered to take care of their mental, emotional, sexual, physical and spiritual health and wellbeing. We offer sexual, reproductive, and mental health care and support for people of all genders. Our organizational values guide our work through an anti-racist, anti-oppressive, intersectional, feminist, harm reduction lens.

Position Summary:

This position is responsible and accountable for providing leadership and specialized clinical expertise in health care, health education, and counselling related to women's health as well as managing the coordination of approved community development initiatives and activities.

Requirements:

The ideal candidate is a self-motivated, organized and detail-oriented individual. The successful candidate will possess excellent analytical, verbal and written communication skills and be able to work to strict deadlines while contributing to a professional working environment.

Candidates must have:

- Proof of current registration and certification with the College of Physicians and Surgeons of Manitoba
- Canadian Medical Protective Association (member in good standing) or acceptable alternate
- Demonstrated computer proficiency
- Minimum of 2 to 3 years' experience in a community health setting
- 2 to 3 years management experience with proven supervisory and human resource skills, preferably in a unionized environment
- Basic Cardiac Life Support (BCLS) certification
- MUST be legally able to work in Canada
- Satisfactory Criminal Record check. Adult Abuse Registry check and Child Abuse Registry check

Assets:

- Knowledge and experience in community relations/engagement and the delivery of women's health care services
- Knowledge of applying principles of harm reduction and trauma informed care to practice
- Understanding of and commitment to providing pro-choice reproductive health care
- Commitment to providing medication abortion care and follow up
- Proficiency in both official languages or other language
- Knowledge about women's health issues and community resources
- Public speaking experience
- Medical training at an accredited university (Family Practice graduate preferred)
- Knowledge of barriers that affect 2SLGBTQIA+ & BIPOC communities accessing health care
- Commitment to anti-oppressive and anti-racist work practices
- Commitment to decolonize their practice by uprooting colonial presence and power in Western practices and working towards more traditional medicine
- Experience expanding primary care panel for underserved clients

APPLICATION PROCESS:

- **Reference Job Posting #2024-078 in email subject line.**
- Email cover letter & resume (pdf or word document) to WHChr@womenshealthclinic.org

We thank all applicants for their interest; however, we will only contact candidates we wish to interview.

**We use an inclusive definition of "women" and welcome Two-Spirit, genderqueer, trans and non-binary people to Women's Health Clinic. For more information on our programs and who we serve, visit www.womenshealthclinic.org/whoweserve.*



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Key Responsibilities

As Physician:

1. Maintain a strong knowledge base and skills to provide relevant clinical support to clients and accurately assess client needs
2. Participate in health care functions and counselling as required
3. Provide relevant and timely comprehensive health assessment and support to clients and others as determined by client needs and WHC.
4. Ensure accurate standardized records are created and maintained
5. Provide relevant statistical information to management
6. Participate in informal and formal peer/chart reviews to support client service excellence
7. Maintain a strong external and community network, participating in education sessions, speaking engagements and other educational events as required
8. Participate in consultation and training to WHC staff, volunteers and other professionals
9. Assist in recruitment, hiring, training, and supervision of replacement physician staff
10. Participate in performance appraisals with team members
11. Communicate test results and pertinent information to clients and/or other clinical staff
12. Make referrals to other agencies, physicians or care givers
13. Acting as the clients most responsible primary care physician
14. Participate in and support of the Family Doctor Finder
15. Maintenance of a patient panel
16. Provision of a comprehensive medical care to clients in relation to the diagnosis of and active management of specific chronic disease(s) (i.e. physician cannot impose "one issue per visit" on client
17. Participate in Women's Health Clinic on call program

As Medical Director, Medical Program:

1. Accountable for the overall medical direction, clinical leadership and coaching of a cross-section of staff in the Medical Program at WHC
2. Ensures the performance and successful completion of objectives from the strategic plan through people, processes and systems
3. Responsible for quality, monitoring, creation and reporting and evaluation of the clinical policies and procedures within the program, and as they relate to WHC as a whole
4. Ensures medical practice standards and expectations are in accordance with the program's accredited bodies, CPSM Statements, CPSM Guidelines, CPSM by-laws, WRHA Medical Staff by-laws, WRHA policies and procedures and any other legislated requirements
5. Works with senior management to lead program planning, evaluation and quality monitoring
6. Responsible for the orientation, supervision and evaluation of students and medical staff in the program

WHC is committed to the development of a staff team that reflects the diversity of the communities we serve. We strongly encourage persons who reflect the diversity of our clients to apply. We welcome and encourage applications from all women*, racialized and Indigenous people, people with disabilities, and members of the 2SLGBTQ* community. We invite applicants who can contribute to the mission, vision and values of WHC, and the achievement of its strategic plan through collaboration and teamwork.

We thank all applicants for their interest; however, we will only contact candidates we wish to interview.