



Job Posting for Director, Scarborough Ontario Health Team

Company Biography:

Scarborough Ontario Health Team (SOHT) is one of the largest OHTs in the province and based in one of Canada's most vibrant and diverse communities. We are a network of over thirty partner organizations with a rich history of collaboration providing health and community services across the continuum of care. Our OHT's attributed population of almost 900,000 goes beyond the residents of Scarborough to include residents of neighboring communities that have made Scarborough their health care destination of choice.

SOHT partners are working together with the hundreds of physicians in the Scarborough Family Physicians Network (SFPN) and our active Client and Family Advisory Committee to co-design innovative, integrated solutions to providing care. SOHT is governed by a 24-member "Collaboration Council" that includes individuals from SFPN, CFAC and partners from across all health sectors. The Collaboration Council is co-chaired by a representative of the lead agency (Scarborough Health Network) and a primary care physician representative of SFPN.

We are strongly committed to reducing health and social inequities to achieve improved population health. We provide integrated services for frail seniors living with mental health and/or addictions issues and multiple chronic conditions, and provide support for caregivers. While we face some hard challenges when it comes to social determinants of health, access to proper care and health literacy, we also have the passion, drive and determination to meet these challenges head on. Working together with our partners, we are setting the course to deliver better care and services for all the residents of Scarborough.

Leveraging our long history of collaboration, SOHT can and will transform how care is provided for the people of Scarborough. SOHT's strategic plan focuses on three main areas of development including driving further system integration, advancing our operations as an Ontario Health Team, and our #Scarborough Strong priority, which prioritizes working with our Scarborough community to shape the future of healthcare delivery in our communities.

SOHT is guided by the following Vision and Values:

Vision - People will have optimal health and positive experiences through an accessible, equitable and integrated team, system of care, services and supports.

Our Values lead to EPIC CARE: Equity, Person-centered, Innovation, Compassion, Collaboration, Accountability, Respect and Excellence

SOHT is a strong advocate of the Scarborough Family Physicians Network (SFPN), and committed to the ongoing relationship with SFPN by providing staffing and administrative support to this incorporated organization. The Scarborough Family Physicians Network is the unified voice of primary care physicians in Scarborough. They are actively working to improve Scarborough's primary care physician and patient experience. This will ensure that patients have timely access to specialist and allied health care with services tailored to the Scarborough population.

As the lead agency for the SOHT, Scarborough Health Network (SHN) is proud to be the SOHT lead agency and invite you to apply to the Director, Scarborough Ontario Health Team position. This position is a full-time term contract until March 31, 2027, subject to provincial funding and directives.

**Position Overview:**

The Director, SOHT is responsible for implementing the Scarborough OHT strategy, by leading and coordinating all aspects of the operations of the SOHT as set out by the Collaboration Council. In this role working with a high degree of independence and autonomy, the Director SOHT will provide leadership and oversight for all SOHT initiatives.

Reporting Relationships:

Reports to: Co-Chairs, Collaboration Council

Staff: There are currently five (5) funded positions within SOHT including two Managers, a Project Coordinator and an Administrative Assistant.

Responsibilities:

- Lead the implementation of the SOHT strategic plan to improve population health for the community
- Proactively position SOHT to excel and be a leader among OHTs by monitoring the provincial OHT landscape and best practices in the development of integrated health systems
- Identify, escalate and manage risks, including ensuring ongoing risk tracking and management and providing direction on risk mitigation strategies
- Develop effective and collaborative working relationships with the members of the Collaboration Council, the SOHT partners, SPFN, client/family advisors, Ontario Health, the Ministry of Health and other stakeholders to promote alignment and coordination of priority work streams, information exchange, and effective operations
- Develop and implement a robust and inclusive community engagement strategy
- Identify key partnership and strategic opportunities and develop business cases to advance SOHT priorities
- Lead, supervise, coach and evaluate the SOHT staff team
- Develop work plans, project plans and ensure timely and effective completion of all required deliverables
- Develop and implement a communication strategy in partnership with the Communications Working Group that supports the work of the SOHT and provides regular updates to key stakeholders
- Develop budgets, operating plans and reports on SOHT's activities which are required by the Ministry of Health and Ontario Health
- Develop and implement structures, processes, and tools to enable integrated delivery of results.
- Provide support to the Collaboration Council, including agenda planning, report generation and ensuring that secretarial support is available for meetings.

Education, Qualification and Experience Requirements:

- Minimum five (5) years of progressive management experience in healthcare or related environment working with dynamic and diverse teams and managing complex, large-scale projects.
- Post-Secondary Degree (Master's preferred) in a health-related field or equivalent.
- Evidence of innovative leadership skills and proven experience in system transformation and change management
- Demonstrated skills in project management and quality improvement
- Proven ability to develop coalitions, foster a collaborative team approach to decision-making, work across sectors and across organizations to achieve collective outcomes and sustain relationships with diverse, local health care and social service leaders

- Skills in negotiation, conflict resolution and consensus building with a participative/consultative style that brings consensus.
- Strong understanding and analysis of population health methodologies, health system planning, health system utilization data and integrated care
- Knowledge of health equity, the social determinants of health and local health issues and the Scarborough context.
- Knowledge and understanding of the relevant legislation pertaining to OHTs and related stakeholders.
- Experience with developing and managing budgeting and reporting of financial and other key metrics.
- Excellent interpersonal skills with the ability to foster positive and respectful internal and external relationships/partnerships, including relating effectively with front-line staff and all levels of management, physicians, board members, clients/family members and the public
- Excellent verbal and written communication skills (e.g. group facilitation, public speaking, written reports, and verbal presentations will be frequent activities)
- A clear, demonstrated commitment to ethics, equity, diversity, inclusion and anti-racism.
- Strong working knowledge of computer applications, notably Microsoft Office.

Work Environment:

- Hybrid work arrangement with the opportunity to balance working from home while also having a presence in the SOHT office on a regular basis
- Expectation of participation in community events and outreach activities which may require availability outside of regular business hours (e.g. evening and weekends)
- Travel may be required within Scarborough and the GTA.

Accommodation Statement:

SOHT embraces and celebrates our community's unique multicultural heritage and diversity. SOHT is an equal opportunity employer, dedicated to a culture of inclusiveness and diversity reflecting our diverse clients, staff and community alike. We are committed to providing barrier-free and accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Should you require accommodation through any stage of the recruitment process, please make them known when contacted and we will work with you to meet your needs.

- **All qualified candidates are encouraged to apply via SHN's Career Website ([Director, SOHT - SHN Career's Website](#)) by May 10, 2024.**