



Job Posting for Manager, 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 Manager, Scarborough Ontario Health Team position. This is a temporary full-time contract to cover a parental leave for approximately 12 months, subject to provincial funding and directives.



Position Overview

This position will play a key role in the exciting transformation of health care delivery in Scarborough. The Manager, will work closely with the Director, Scarborough Ontario Health Team, other staff, and partners to engage a wide range of stakeholders that will result in the delivery of integrated and seamless care to clients across the Scarborough community.

Reports to

Director, Scarborough OHT

Responsibilities:

- Initiate and plan assigned strategic projects including the development of scope, goals and objectives.
- Lead the development, implementation and evaluation of the annual Collaborative Quality Improvement Plan
- Support the measurement of SOHT performance indicators to ensure regular measurement and monitoring of S-OHT initiatives.
- Provide support to working groups and committees to identify and implement projects and work plan deliverables for the SOHT.
- Develop reports, project charters, work plans, project schedules, implementation plans, communication plans, cost estimates and budgets as required.
- Implement an inclusive community engagement strategy
- Engage key stakeholders to ensure project activities are executed based on plans and standards, within the specific scope, budget and schedule.
- Execute, track and monitor progress of the projects while distributing project information to the appropriate committee structures of the SOHT.
- Develop and present material for review and information using excellent written, verbal and graphical communications skills with the ability to communicate technical aspects effectively.
- Provide coaching and support to team members

Education, Qualifications and Experience Requirements:

- Minimum three (3) years of leadership experience preferably in a health or human service setting
- Post-secondary degree in a health-related field or equivalent
- Demonstrated experience working with a wide variety of stakeholders – including frontline health care workers, physicians, clients, caregivers, community agencies, as well as groups who are marginalized;
- Substantial professional experience managing innovative and integrated projects across organizations and sectors;
- Demonstrated experience in health planning methodologies and data analysis
- Exceptional organizational and facilitation skills;
- Proven management skills, change management skills, adept at encouraging and supporting innovation and transformational change.
- Ability to support and foster positive and respectful internal and external relationships/partnerships.
- Excellent interpersonal skills with the ability to build teams and engage with stakeholders.



- Excellent verbal and written communications skills.
- A clear, demonstrated commitment to ethics, equity, diversity, inclusion and anti-racism.
- Strong working knowledge of computer applications, notably Microsoft Office.
- Excellent computer skills including Microsoft Office 2016 (Word, PowerPoint, Excel, Outlook).

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 ([Manager, SOHT - SHN Career's Website](#)) by May 10, 2024.