

Scarborough Centre for Healthier Communities is recruiting for this role on behalf of the Scarborough Ontario Health Team.

Company Biography:

Scarborough Ontario Health Team (SOHT) is a network of 40 partner organizations dedicated to serving one of Canada's most diverse communities. We bring together community support, home care, and mental health and addictions providers; long-term care and retirement homes; family doctors and other primary care providers; hospitals; as well as community members and client and family advisors to plan and deliver better connected health and social services across Scarborough.

As one of the largest Ontario Health Teams, SOHT proudly supports 850,000 people living in Scarborough and beyond, who come from many different backgrounds and lived experiences. We are committed to meeting our community's unique needs, achieving greater equity and population health, and making it easier for everyone to get care when and where they need it.

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

We are strongly committed to reducing health and social inequities to achieve improved population health. SOHT's 2025-2028 Strategic Direction supports this objective through a commitment to:

1. Primary Care Transformation

Enhancing access to equitable, team-based care through leadership, co-design, and data-driven planning.

2. Integrating Clinical Services and Supports

Coordinating care for people with complex needs, with a focus on mental health, chronic conditions, and cross-sector collaboration.

3. Evolving the SOHT

Building a mature, resilient organization with refreshed governance, performance measurement, and sustainable operations.

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



We are currently looking to hire a:

Primary Care Network Lead
1 - Full Time, Contract until March 31, 2027

Reporting To: Director, Scarborough Ontario Health Team

Purpose:

The **Primary Care Network Lead** provides strategic and operational leadership for the continued development of the Scarborough Primary Care Network.

Working alongside PCN Clinical Leads, the PCN Lead will strengthen the participation and collective voice of family physicians, nurse practitioners, and other primary care providers in SOHT planning and decision-making. The role will build trusted relationships across diverse primary care models, support PCN governance and engagement, and translate SOHT and provincial priorities into coordinated local action.

The Lead will advance initiatives that improve equitable access and attachment to comprehensive primary care, strengthen team-based care, support clinical and digital integration, and improve coordination between primary care and health and community services. The position will use data, quality improvement, change management, and population health approaches to support measurable improvements in patient, provider, and system outcomes.

Key Responsibilities:

1. PCN Strategy and Development

- Lead the development, implementation, and ongoing refinement of the PCN strategy, workplan, priorities, and performance measures.
- Translate SOHT's Primary Care Transformation strategic direction and provincial priorities into clear PCN initiatives and deliverables.
- Assess the PCN's maturity and recommend structures, supports, and processes required for its continued development.
- Develop a compelling and equitable value proposition for primary care providers participating in the network.
- Monitor relevant health-system developments and identify implications and opportunities for the PCN.
- Embed health equity, accessibility, cultural safety, and anti-racism principles throughout PCN planning and implementation.
- Work with SOHT's Client and Family Advisory Committee and community partners to incorporate patient, caregiver, and community perspectives.
- Support respectful engagement with First Nations, Inuit, Métis, urban Indigenous, Black, Francophone, newcomer, and other underserved communities.
- Promote co-design approaches that respect lived experience, community knowledge, and provider expertise.

2. Primary Care Engagement and Network-Building

- Build and maintain trusted relationships with family physicians, nurse practitioners, interprofessional primary care teams, Indigenous primary care partners, and other primary care providers across Scarborough.



- Develop inclusive outreach and engagement approaches that recognize the different realities of independent practices, group practices, community-governed organizations, and interprofessional teams.
- Expand meaningful PCN participation and establish mechanisms for two-way communication with primary care providers.
- Identify the operational, clinical, and administrative priorities of participating providers and translate them into coordinated opportunities for action.
- Maintain an accurate understanding of local primary care assets, relationships, needs, and service gaps.

3. Governance and the Primary Care Voice

- Support effective PCN governance, including development of terms of reference, decision-making processes, membership approaches, committee structures, and annual priorities.
- Plan PCN leadership, governance, and working-group meetings.
- Prepare concise briefing materials, recommendations, presentations, decisions, and action logs.
- Support transparent processes for identifying or selecting primary care representatives for SOHT governance, committees, and transformation initiatives.
- Establish mechanisms to gather provider perspectives before key decisions and communicate outcomes back to the broader network.
- Ensure primary care perspectives are represented consistently in SOHT planning and decision-making.
- Maintain clear documentation of decisions, accountabilities, risks, and follow-up actions.

4. Program, Project, and Change Leadership

- Lead or coordinate complex, multi-partner PCN initiatives from planning and co-design through implementation, evaluation, and sustainability.
- Develop project charters, implementation plans, timelines, budgets, risk registers, decision logs, and progress reports.
- Develop meaningful process, outcome, equity, and provider-experience measures for PCN initiatives.
- Apply structured change-management approaches to support adoption of new clinical models, referral processes, pathways, tools, and ways of working.
- Identify project dependencies, barriers, resource requirements, and risks, and escalate matters requiring executive or governance direction.
- Coordinate the contributions of clinical leaders, operational partners, working groups, consultants, and project team members.
- Partner with clinical, digital health, privacy, data, and operational leaders to advance and implement solutions.
- Ensure initiatives are implemented in ways that recognize primary care workload and avoid unnecessary administrative burden.
- Work with partners to design, test, evaluate, and improve integrated care models and clinical pathways.
- Prepare regular performance updates for PCN governance, SOHT leadership, funders, and partners.
- Support learning cycles and the spread of effective practices across the network.

5. Access, Attachment, and Health Human Resources

- Support collaborative planning to improve equitable access and attachment to comprehensive primary care.
 - Identify local workforce capacity, distribution, recruitment, retention, and succession challenges affecting primary care.
 - Work with partners to identify opportunities to coordinate primary care resources and strengthen interprofessional, team-based models.
- 

- Contribute to evidence-informed primary care workforce and service planning.
- Elevate local capacity constraints and resource needs through appropriate SOHT and provincial channels.

6. Partnership, Communication, and Accountability

- Serve as a central point of connection between the PCN, SOHT backbone team, partner organizations, and relevant regional and provincial bodies.
- Develop concise communications, engagement materials, presentations, and reports for clinical, operational, executive, and community audiences.
- Represent the PCN at relevant committees, working groups, and external forums, as delegated.
- Manage assigned budgets, contracts, and resources in accordance with host-organization and SOHT requirements.
- Maintain appropriate confidentiality, privacy, records-management, and conflict-of-interest practices.
- Perform other related responsibilities consistent with the purpose and scope of the position.

Requirements

- Undergraduate degree in health administration, public health, health sciences, business administration, public administration, nursing, or a related discipline.
- Master's degree in a relevant field is preferred.
- RN, RPN, or PA degree preferred.
- At least five years of progressive experience in health-system planning, primary care, network development, integrated care, quality improvement, change management, or complex project leadership.
- Demonstrated experience working directly with primary care physicians, nurse practitioners, and interprofessional primary care teams.
- Experience supporting governance committees, clinical leadership tables, or multi-organizational partnerships.
- Demonstrated experience leading complex initiatives involving multiple organizations and stakeholders.
- Experience with population health management, performance measurement, quality improvement, or implementation science is an asset.
- Experience working with Indigenous and equity-deserving communities is an asset.

Knowledge and Competencies

- Strong understanding of Ontario's primary care landscape, including different practice, funding, and interprofessional team models.
 - Knowledge of Ontario Health Teams, Primary Care Networks, health-system integration, and current primary care priorities.
 - Exceptional relationship-building, facilitation, negotiation, and consensus-building skills.
 - Ability to work effectively with clinicians, administrators, community partners, patients, caregivers, and senior leaders.
 - Demonstrated ability to translate strategy into structured plans, deliverables, accountabilities, and measurable results.
 - Strong project, change, risk, and stakeholder-management capabilities.
 - Ability to interpret quantitative and qualitative information and communicate clear recommendations.
 - Strong written, verbal, presentation, and meeting-facilitation skills.
 - Ability to navigate ambiguity, competing priorities, and complex multi-partner environments.
 - Demonstrated commitment to equity, cultural safety, accessibility, anti-racism, patient partnership, and reconciliation.
 - High degree of professionalism, discretion, integrity, political acuity, and sound judgment.
 - Proficiency with Microsoft 365 collaboration and project-management tools.
- 

Remuneration: \$41.00 - \$44.00 per hour

Please apply in confidence to HR by email: Recruitment@schcontario.ca

We would like to thank all applicants; only those invited to interviews will be contacted.

Note: Please quote **PCN-SOHT** in the subject line.

This is an **Existing Vacancy**.

If you require any accommodation, please advise Human Resources. As a condition of employment all new hires must be legal to work in Canada. You will also be required to undertake a Vulnerable Sector Screening with Police Services. Only applicants selected for interviews will be contacted.

SOHT values equity, inclusion and accessibility. We welcome those who have a demonstrated commitment to upholding these values and who will assist us to expand our capacity for diversity in the broadest sense. We encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Metis and Inuit peoples, Indigenous peoples of North America, racialized persons, newcomers, persons with disabilities, and those who identify as women and/or LGBTQ2S+

SOHT is committed to providing a barrier-free environment for all stakeholders including our clients, employees, job applicants, suppliers and any visitors who may enter our premises, access our information or use our services. We respect and uphold the requirements set forth under the Accessibility for Ontarians with Disabilities Act, 2005, and its associated regulations. SOHT will provide accommodations to applicants with disabilities throughout the recruitment, selection and/or assessment process. If selected to participate in the recruitment, selection and/or assessment process, please inform Human Resources staff of the nature of any accommodation(s) that you may require.

