



Trillium
Gift of Life
Network

ROLE TITLE:	Transplant Medical Lead – Kidney, Trillium Gift of Life Network
REPORTS TO:	Vice President, Ontario Renal Network and Trillium Gift of Life Network, Clinical Institutes and Quality Programs, Ontario Health
LOCATION:	Ontario, Canada
ANTICIPATED TIME COMMITMENT:	0.5 days per week (16.25 hours per month)
TERM:	2 years, plus option for 2 one-year renewals
No. of OPPORTUNITIES:	1
POSTING DATE:	August 5, 2022
CLOSING DATE:	September 4, 2022

POSITION SUMMARY

Ontario Health is seeking expressions of interest for the position of **Transplant Medical Lead – Kidney, Trillium Gift of Life Network (TGLN)**. This is a unique opportunity to promote a culture of transplantation in Ontario and provide strategic leadership and expertise to the evolution and integration of the provincial kidney transplant system. This opportunity is open to all qualified candidates.

Interested parties should forward their curriculum vitae, electronically, to Ryan Kalladeen at Ryan.Kalladeen@ontariohealth.ca no later than **11:59 p.m. EST on September 4, 2022**.

Questions about the role may be submitted to Ryan.Kalladeen@ontariohealth.ca no later than **August 22, 2022**. A consolidated list of all questions and answers will be available to any party, by request, by **August 26, 2022**.

To receive a copy of the consolidated list of questions and answers, please contact Ryan.Kalladeen@ontariohealth.ca.

ACCOUNTABILITIES

The goals of the Transplant Medical Lead, Kidney role include providing leadership, consultation, and support to TGLN staff and hospital bedside teams in specialized transplantation practices and will also serve as a clinical resource, educator, and champion to



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improve all aspects of transplantation in order to maximize the opportunity for potential transplantation.

The primary responsibilities of this role include the following:

- Co-Chairing and providing medical leadership to the Kidney/Pancreas Working Group;
- Regularly collaborating with, updating and/or educating Transplant Physicians and associated healthcare professionals on provincial protocols and policies;
- Supporting appropriate, timely and accurate outcome measures/benchmarks as associated with specific organ practices supporting patient safety and quality improvement in transplant programs in Ontario.
- Leading transplant strategy implementation across Ontario and other system improvements by working with Provincial Medical Director, Transplant, Provincial Medical Lead, Kidney Transplantation (ORN), Director, Renal Clinical Programs and Director, Transplant Services;
- Promoting living kidney donation initiatives, working with Provincial Medical Lead, Kidney Transplantation (ORN), Kidney Transplant Programs, Living Kidney Donation Programs and Regional Renal Programs;
- Supporting transplant performance measurement and evaluation; and,
- Leading or contributing to the development and implementation of change management initiatives aimed at improvements in clinical quality, person-centredness, access to care, effectiveness, efficiency, planning, funding, data collection and analysis, and reporting.

Develop, execute and monitor a work plan that reflects the strategic vision of TGLN through the following:

- Leading the development and implementation of a defined work plan to execute and evaluate TGLN priority initiatives and supporting other Transplant Medical Leads in their associated areas of interest as applicable;
- Working in partnership with the Provincial Medical Lead, Kidney Transplantation (ORN) to develop, execute and monitor initiatives to enable an integrated and equitable kidney transplantation and living donation system;
- Leading or supporting the development of quality and performance metrics and improvement initiatives to support TGLN's strategic priorities;
- Leading executing and evaluating the work plan and applying principles of continuous quality improvement.

Participate in system performance measurement and management through the following:

- Leading and participating in the development and reporting of performance measures and analytics associated with kidney transplantation;
- Identifying and pursuing opportunities to ensure that kidney transplant funding is linked to accountabilities for quality improvement;
- Participating in performance review meetings with I Transplant Programs as required; and
- Coordinating responses to systems-level issues that arise through these review meetings.

Identify and respond to system and/or local level issues and requests by:

- Providing timely input in order to assist the TGLN in suitably responding to externally raised issues (e.g. media, government);
- Providing education (e.g. content requests, teaching) to transplant stakeholders, Transplant Programs, Regional Renal Programs, Ontario Health, Ministry of Health and other stakeholders as needed.
- Providing advice on difficult allocation and listing issues related to kidney transplantation
- Leading and following up on the clinical portion of kidney transplant related incidents (e.g. near-miss, incidents, critical incidents)
- Working with the clinical community to scan the environment and formulate advice on emerging issues that require pro-active attention from government and/or system managers; and
- Responding to requests for advice from the Ministry of Health.

Establish and maintain effective relationships with relevant clinical, TGLN and ORN stakeholders by:

- Co-chairing the Kidney/ Pancreas Working Group meetings and preparatory working group meetings (approx. 3/year)
- Participating in the Transplant Performance Measurement and Evaluation Executive Committee (TPEC) and Transplant Steering Committee (TSC) meetings (approx. 2/year)
- Participating in Transplant Funding Project, Research Committee and Organ Allocation and Transplant System (OATS) related meetings (ad hoc).
- Participating in regular kidney transplant related meetings with Manager, Transplant Programs (approx. 6-12/year)
- Working in collaboration with Provincial Medical Lead, Kidney Transplantation (ORN), other Transplant Medical Leads, Transplant Medical Advisors, Provincial Medical Director-Transplant, Director, Renal Clinical Programs, Director-Transplant Services and Vice President-ORN and TGLN (Ontario Health).
- Acting as a clinical liaison to Regional Renal Programs for kidney transplantation

Participate in an annual performance review in accordance with the following:

- Setting and documenting annual objectives in alignment with this Agreement; and,
- Meeting with the Director, Transplant Services, Director, Renal Clinical Programs and Provincial Medical Director, Transplant annually to review performance under this Agreement and against submitted annual objectives.

QUALIFICATIONS

- Actively practicing physician in Ontario and in good standing with the College of Physicians and Surgeons of Ontario (CPSO) and Royal College of Physicians and Surgeons (Canada);
- Privileges at an Ontario kidney transplant hospital and minimum of 5 years clinical experience in kidney transplantation;
- Strong understanding of Ontario's health care system, health care delivery program operations, community-based health care delivery models and related regulations;
- Expert knowledge and currency with medical literature and evidence based guidelines, as it pertains to transplantation;

- Ability to apply your knowledge when providing strategic advice and ensure that project planning and management standards meet the business needs of stakeholders;
- Issues management and strategic orientation skills to link current actions to strategies or long-term perspective;
- Knowledge of health system performance measurement and management, and how this can be used as a tool to promote change;
- Ability to champion excellence using consultation, communication and relationship management skills and elicit cooperation from a wide variety of sources;
- Well-developed communication, influencing, consensus-building, negotiating and counseling skills;
- Demonstrated experience in implementation of change.

HOW TO APPLY:

Interested parties should forward their expression of interest and curriculum vitae, electronically, to Ryan Kalladeen, Program Manager, Transplant Systems Planning and Integration, Trillium Gift of Life Network, care of Ryan.Kalladeen@ontariohealth.ca no later than **11:59 p.m. EST on September 4, 2022.**

We will evaluate all applications against the skills and experience requirements for the position. Those candidates selected for interview will be contacted directly by a representative from the Business Unit. Ontario Health may consider applications from incumbents currently in the position. If you have not been contacted within 3 weeks after the close of the posting, you can assume you are not under consideration for this position.

More about Ontario Health:

Ontario Health is the provincial agency responsible for ensuring Ontarians receive high-quality health care services. For additional information about OH, candidates are encouraged to visit the OH website at www.ontariohealth.ca.

Ontario Health is accountable for conducting a fair and transparent process, providing equal treatment to all qualified parties, in selecting a candidate for the above mentioned role.