



Ontario Santé Health Ontario

ROLE TITLE:	Provincial Medical Lead (PML), Health Equity and Chronic Kidney Disease (CKD)
REPORTS TO:	Vice President, Ontario Renal Network and Trillium Gift of Life Network
LOCATION:	Various locations with travel to Ontario Renal Network offices in Toronto
ANTICIPATED TIME COMMITMENT:	16.25 per month
TERM:	1 year + two optional 1-year renewals
No. of OPPORTUNITIES:	1
POSTING DATE:	<i>September 9, 2024</i>
CLOSING DATE:	<i>October 8, 2024</i>

POSITION SUMMARY

Ontario Health, Ontario Renal Network, is seeking expressions of interest for the position of **Provincial Medical Lead (PML), Health Equity and Chronic Kidney Disease (CKD)**. This is a unique opportunity to provide strategic leadership to the evolution of the Ontario's kidney care system. This opportunity is open to all qualified candidates.

Interested parties should forward their expression of interest and curriculum vitae, electronically, to Alex.Lee@ontariohealth.ca no later than **5:00 P.M.** on **October 8, 2024**.

The Provincial Medical Lead, Health Equity and CKD will provide expert advice and strategic leadership at the provincial level, building relationships with internal and external partners, including community and health system leaders, to advance health equity for people with CKD. The PML will work as part of the clinical leadership of the ORN and with the ORN provincial office staff to develop, execute and monitor the health equity goal and strategic objectives as outlined in Ontario Renal Plan 4. This will include system design, policy and quality of care improvement initiatives, and related data, reporting and performance management. As a member of ORN's clinical leadership, the Provincial Medical Leads also provide strategic leadership to other ORN priority areas as required. The Clinical Lead for Health Equity and CKD will not be responsible for Indigenous Kidney Health but will work in close partnership with the Indigenous Kidney Health Clinical Lead where appropriate.

Questions about the role may be submitted to Alex.Lee@ontariohealth.ca no later than **September 25, 2024**. A consolidated list of all questions and answers will be available to any party, by request, by **October 1, 2024**. To receive a copy of the consolidated list of questions and answers, please contact Alex.Lee@ontariohealth.ca.

ACCOUNTABILITIES

The provincial Clinical Lead Health Equity and CKD will provide strategic leadership in the following areas of focus for health equity and CKD:

- Advancing the collection and application of sociodemographic data to understand inequities, identify improvement areas, and support targeted interventions.
- Enhancing health equity strategies and initiatives for specific populations, starting with targeted efforts to improve CKD care for Black communities, including consulting with communities and working together to address known disparities. Based on our early learnings, we aim to expand our initiatives to address the needs of other equity-deserving populations.
- Fostering collaboration across community and health system partners to promote and advance health equity in kidney care.
- Provide strategic leadership to support health equity work in alignment with other areas of focus, including supporting people living in rural and remote areas and addressing patient-related expenses.
- Providing leadership in evaluating health equity initiatives and publications in alignment with ORN's learning health system.
- Identifying opportunities for integration and alignment of equity strategies and activities within the ORN, across Ontario Health, and externally with other health care organizations; and
- Identifying appropriate external opportunities for ORN involvement and representing the ORN at key provincial, national and international tables.

The Provincial Medical Lead will work as part of the leadership of the ORN to establish an implementation and change management plan for ORN Priority Portfolios through the following:

- Building on best practices provincially, nationally and internationally;
- Supporting the ORN's goals for the CKD system;
- Cultivating broad stakeholder support; and
- Championing innovation.

The Provincial Medical Lead will develop, execute, monitor, and improve a work plan that reflects the strategic vision of the ORN through the following:

- Working to develop and improve data collection for Health Equity and Chronic Kidney Disease;
- Leading the development and implementation of a defined work plan to execute and evaluate the Priority Portfolios of interest, and support other Provincial Medical Leads in their associated areas of interest;
- Leading or supporting the development of quality and performance metrics that are aligned with targets and improvement initiatives associated with the ORN's strategic priorities;
- Assisting in identifying opportunities, key areas, and linkages within the field of CKD to improve and support the Priority Portfolio;
- Providing guidance to inform ORN activities and programs of work;
- Acting as a resource to identify key issues and strategies that support the roll out of the Priority Portfolio's various strategic interventions;
- Setting a quality improvement agenda with annual milestones, related quality indicators, knowledge transfer activities and change management plans; and

- Leading executing and evaluating the work plan, and applying principles of continuous quality improvement; and
- Where applicable, generating and publishing relevant evidence garnered by the Priority Portfolio.

Establish and maintain effective links with relevant clinical communities by:

- Establishing and maintaining effective two-way communication with relevant clinical and administrative communities;
- Establishing effective links with relevant provincial and national organizations; and
- Working in collaboration with other Provincial Medical Leads, Regional Medical Leads and Regional Directors.

Identify and respond to system level issues by:

- Providing timely input in order to assist the ORN in suitably responding to externally raised issues (e.g. media, government);
- Acting as a spokesperson for the ORN regarding Priority Portfolios of interest;
- Working with the clinical community to scan the environment and formulate advice on emerging issues that require proactive attention from government and/or system managers; and
- Responding to requests for advice from the Ministries of Health and Long-Term Care.

The Provincial Medical Lead will 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 Priority Portfolios of interest;
- Identifying and pursuing opportunities to ensure that CKD funding is linked to accountabilities for quality improvement;
- Participating in quarterly performance review meetings with Provincial, Regional and CKD Program leadership, as required; and
- Coordinating responses to systems-level issues that arise through these reviews.

The Provincial Medical Lead will contribute to the development and implementation of the ORN and its initiatives through the following:

- Demonstrating knowledge of, support of, and commitment to ORN positions and projects, and providing a positive voice for the ORN in the external community;
- Participating in other ORN and Ontario Health corporate initiatives such as leadership forums, conferences, etc., as required; and
- Leading or participating in CKD system planning.

The Provincial Medical Lead will support the development of regional CKD leadership through the following:

- Liaising with the Regional Directors and Regional Medical Leads, providing relevant support for the evolution of CKD programs.
- The Provincial Medical Lead will participate in an annual performance review in accordance with the following:
 - Setting and documenting annual objectives.

- Meeting with the Vice President, Ontario Renal Network & Trillium Gift of Life Network annually to review the Provincial Medical Lead's performance against submitted annual objectives; and
- Attending meetings, if requested by Ontario Health, to discuss any performance.

QUALIFICATIONS

- Practicing Nephrologist in Ontario (or physician with experience in nephrology care where applicable), in good standing with the College of Physicians and Surgeons of Ontario and Royal College of Physicians and Surgeons (Canada), with over 5 years clinical experience.
- Privileges at a Regional Renal Program hospital, demonstrated experience and experience in the Priority Portfolio area of interest.
- Strong understanding of Ontario's health care environment, particularly with a systems focus on the health equity challenges and issues facing renal care in Ontario. Expert knowledge and currency with medical literature and evidence based guidelines, as it pertains to renal care.
- Knowledge of health system performance measurement and management, and how this can be used as a tool to promote change.
- Demonstrated experience in implementation of change.

HOW TO APPLY:

Interested parties should forward their expression of interest and curriculum vitae, electronically, to Alex.Lee@ontariohealth.ca no later than **5:00 P.M.** on **October 8, 2024**.


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. 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 an agency created by the Government of Ontario with a mandate to connect and coordinate Ontario's health care system in ways that have not been done before, to help ensure that Ontarians receive the best possible care.

Ontario Health oversees health care delivery across the province, which includes ensuring front-line providers and other health professionals have the tools and information they need to deliver the best possible care within their communities. This also means simplifying the current system and connecting and coordinating its many complex parts in new and innovative ways. This involves keeping a close eye on how the health system is performing and providing evidence-based standards and improvements to address any gaps.

Ontario Health helps to support significant and important transformation in Ontario's health system, working to ease the transition between points of care for Ontarians and helping to ensure they have access to the care they need. Ontario Health is adapting world-renowned practices from areas such as cancer care and renal care to other parts of the system, including mental health and addictions.



Through integration, coordination, connection, and clinical excellence, Ontario Health is working to reduce strain on the system which will enable investment of more resources on the care Ontarians need, and, most importantly, improve health outcomes and overall wellness for all.

As an operational service agency of the Government of Ontario, 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.

Our website is at:

<http://www.ontariohealth.ca>