



Inspired by research.
Driven by compassion.

Inspiré par la recherche.
Guidé par la compassion.

Clinical Director – Critical Care, Inpatient Surgery (other areas TBD)

Position Description:

One of Canada's largest teaching and research hospitals, The Ottawa Hospital (TOH) is a multi-campus academic health sciences centre serving the 1.2 million residents of Ottawa and Eastern Ontario, in both English and French. Working together with the Ottawa Hospital Research Institute, the University of Ottawa, and other partners, TOH is continually gaining national and international recognition for high quality patient care, teaching and research. TOH's Finance Department provides accurate and timely financial and statistical information to all areas of The Ottawa Hospital, including the Rehabilitation Centre, the Cancer Centre and the University of Ottawa Heart Institute, as well as providing accounting services to the Hospital's Research Institute and Residence Corporation, as well as many trust fund holders.

For this Clinical Director role, we are seeking an established leader who has a confident, positive & resourceful attitude in the face of challenge, with demonstrated resilience and ability to deliver desired results through building productive and collaborative relationships.

Reporting to the Vice President, Clinical Programs, the Director of Critical Care, Inpatient Surgery will provide a strategic leadership in setting and achieving the short-term and long-term operational, clinical, financial, quality, and effectiveness goals for the portfolio. Key areas of active involvement include strategic and operational planning, resource allocation, utilization monitoring, quality initiatives and corporate concerns including legal and human resource issues. This position directs the day to day management of services functions within The Ottawa Hospital policy framework. The Clinical Director will also be responsible for active stakeholder engagement and must identify and explore opportunities for partnerships and collaborative working arrangements. The Clinical Director is also an effective change agent at The Ottawa Hospital and will establish and maintain an environment that meets the changing needs of patient care.

Required Qualifications:

- Master's degree in health sciences or business administration (or equivalent combination of management training and clinical experience);
- Bachelor's degree in nursing, allied health or other health-related discipline;
- Minimum of 10 years' health-care professional experience in progressively responsible positions, preferably in an acute care hospital setting, including managing large team(s) of professionals;

- Excellent knowledge of the diverse patient populations that experience the various forms of treatment and care at The Ottawa Hospital and beyond;
- Demonstrated ability to deliver above-average performance while maintaining and building collaborative relationships;
- Superior interpersonal and communication skills required to effectively handle complex/sensitive issues and to manage & motivate managers and team members;
- Ability to communicate effectively and persuasively in oral and written reports;
- Strong organizational and time management skill and ability to provide direction to others in managing competing priorities and balancing multiple tasks with often unpredictable and short deadlines;
- Demonstrated leadership and management skills including strategic planning, evaluation and financial management;
- Superior skills in analyzing and interpreting information from a variety of sources for decision-making of complex departmental issues;
- Knowledge of health care system issues as well as of nursing, nursing administration, hospital administration and human and financial resources;
- Knowledge of standards of practice in relation to all professional groups (RN's, RPN's, Physiotherapy, Social Work, Occupational Therapy, Respiratory Therapy, Audiology, Psychology, Pharmacy, Speech Language Pathology);
- Knowledge of applicable Collective Agreements, Terms of Reference, Canadian Hospital Accreditation Standards, Health Disciplines Act, health care related laws/issues, including but not limited to the Consent and Capacity Act and relevant judicial decisions concerning end of life care;
- Demonstrated knowledge and experience with change management and transformation to effectively lead change within a large and complex organization and within a high profile provincial setting;
- Experience leading process/quality improvement initiatives to drive organizational performance;
- Ability to hold self and others accountable for roles, responsibilities, and outcomes to ensure the integrity of The Ottawa Hospital and the completion of deliverables in a timely manner, within budget;
- Ability to determine a course of action to achieve effective and timely results by analyzing issues in a systematic manner, understanding the underlying causes, assessing the potential risks and consequences and taking appropriate action;
- Ability to take a broad scale, long term view, that is aligned with the hospital's vision, mission, values, and strategic plans, while creating an environment that encourages continuous improvement;
- Ability to provide opportunities to staff to develop new skills, clarify expectations, offer instruction and advice, and provide support and feedback to enhance the performance of others and self;
- Ability to be flexible and has the ability to adapt while remaining optimistic, and focused when dealing with pressure, changing conditions, or unexpected obstacles warranting attention and resolution;
- Ability to create and foster an inclusive environment that achieves results by valuing supporting and rewarding collaboration and cooperative working relationships;
- Ability to create and sustain a culture of service excellence that consistently focuses on the needs of internal and external clients and patients;

- Excellent skills in using computers and data to analyze problems and create solutions (Word, Excel, Databases);

Preferred Qualifications:

- Ability to function in both Official Languages.

How to Apply

If you are interested in being part of the team at The Ottawa Hospital, please submit an online application via our external website by clicking the following link and applying to **Job Opening ID 61345**.

<https://www.ottawahospital.on.ca/wps/portal/Base/TheHospital/CareersAndVolunteering/Careers>

We thank all those who apply but only those selected for further consideration will be contacted. The Ottawa Hospital is an equal opportunity employer. Upon request, accommodations due to a disability are available throughout the selection process.

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