



POSITION DESCRIPTION

POSITION TITLE: EXECUTIVE IMPLEMENTATION LEAD – CLINICAL AND PREVENTIVE SERVICES PLAN

DEPARTMENT:

CLASSIFICATION:

UNION: OUT OF SCOPE

REPORTING RELATIONSHIPS

POSITION REPORTS TO: CHIEF EXECUTIVE OFFICER

POSITIONS SUPERVISED: NONE

POSITION SUMMARY

The position of Executive Implementation Lead – Clinical and Preventive Services Plan identifies and engages leaders and critical stakeholders to collaboratively contribute to a realignment of health service delivery in the Interlake-Eastern region.

This position provides technical/clinical leadership and input to the ongoing update of Manitoba's Clinical and Preventive Services Plan.

This position influences Shared Health and IERHA health services teams and supports them in aligning health service delivery with the established and continually refined Clinical and Preventive Services Plan including organizational partnerships, new care pathways, standards of practice, tools, skills to improve patient outcomes. This position collaborates with all other business functions including finance, capital planning, workforce and shared services on integrated teams to ensure effective planning and integration of services delivery within acute and community services.

The position of Executive Implementation Lead – Clinical and Preventive Services Plan functions in a manner consistent with, and supports the mission, vision and values of the Interlake-Eastern Regional Health Authority.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

Interacts directly with the Provincial CPSP teams to ensure alignment with the provincial model of care and successful implementation within the Interlake-Eastern region (inclusive of Shared Health and the Interlake-Eastern Regional Health Authority (IERHA) operations).

Ensures the Interlake-Eastern region (inclusive of Shared Health and the IERHA operations) health service delivery, planning and improvement initiatives are aligned to the Clinical and Preventive Services Plan (CPSP) and Quality and Learning Framework.

On behalf of Shared Health and the IERHA, leads a number of initiatives aligned with the CPSP including, but not limited to, SDO home and community care modernization, and acute site service planning within the context of the Provincial Clinical Network including an optimized bed map review.

Provides oversight of resourcing, coordination and activation readiness related to updated models of care in partnership with Shared Health and IERHA executive leadership teams.

Oversees the development of the Interlake-Eastern region (inclusive of Shared Health and IERHA operations) performance indicators and measurable outcomes for successful implementation within IERHA in the context of a Provincial priorities and an integrated system.

Represents in presentations to the CPSP Steering Committee.

Foster partnerships with, inspires and engages the Interlake-Eastern region (inclusive of Shared Health and IERHA operations) health services leaders to deliver best-practice, person-centered, reliable and multiculturally respectful health-care services.

Major Responsibilities

SDO Healthcare Planning and Implementation (75%)

- Coordinate and guide teams to plan, develop, implement, and evolve health services, and to identify where current service delivery methods and systems need to evolve or be decommissioned
- Connect with Shared Health/IERHA thought leadership on effective care in the Interlake-Eastern region
- Develop business cases and transition plans for changes to health services such as for new or expanded services, changes in models of care, or the decommissioning of antiquated or ineffective services in collaboration with affected stakeholders
- Monitor, develop and share effective strategies to address trends, issues and changes, especially pertaining to assigned area(s) of health care to support transformed, improved, effective and sustainable health services delivery
- Align health services standards and integrated network models to optimize care and the performance of health programming and services based on the prescribed frameworks and identified key performance indicators tied to population health

- Identify and recommend policies, procedures, and standards for practice
- Embed evidence-based decision making and best practices into health services and establish reporting on the operational performance of health services using metrics and indicators aligned with identified key performance indicators measuring the effectiveness of the service, and achievement of quality and service targets (e.g. equity, service access, service outcomes, stakeholder engagement, well-being and emerging population health needs).

Integration Leadership (15%)

- Coordinate and execute initiatives to integrate health service delivery within the Interlake-Eastern region and act as a health services leader and subject matter expert to prepare Shared Health and the IERHA for ongoing change to improve care pathways and patient outcomes
- Create and assist in implementing essential long-term transformational plans and initiatives aligned with Manitoba's Clinical and Preventive Services Plan
- Identify and actively communicate immediate and long-term transformational opportunities and risks affecting the organization
- Support health services governance decision-makers to drive health services practice changes enabling integrated service delivery and province-wide care pathways
- Interact directly with the CPSP leadership team and Transformation Management Office to ensure successful implementation of care pathways and service delivery models within the Interlake-Eastern region and in alignment provincially.

Leadership of the Workforce (10%)

- Lead, coach and mentor health services staff (individuals and teams) at all levels in creating and maintaining a transformation, achievement and care-oriented, safe, ethical, engaged work environment focused on providing effective, inclusive, professional, provincial, patient- centered care
- Collaborate with and influence the executive team and partners at all organizational levels in establishing a transformed functional organization structure and clear health services pathways for health services delivery.
- Model compliance with all organizational policies, procedures, standards of practice and guidelines, and all external legislative, regulatory, accreditation and applicable professional requirements
- Provide performance feedback to colleagues based on direct interaction and outcomes related to effective collaboration and service integration
- Pursuant to the Regional Health Authority Act, Interlake-Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

OTHER

- This position will ensure appropriate management of finances and provide oversight for resource allocation. No direct payroll, capital or purchasing authority.
 - Performs other duties as assigned.
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QUALIFICATIONS**EDUCATION/CERTIFICATION:**

- Post-secondary degree in a related field such as health sciences, health administration or related discipline plus postgraduate certification from an accredited education institution is required; an equivalent combination of education and experience may be considered, a postgraduate degree is preferred.
- Active member in good standing with an associated regulatory body as appropriate.

EXPERIENCE REQUIRED:

- Seven (7) years of progressive experience in one or more of the identified clinical health services areas, including health services leadership across the continuum of care for a large health- care organization.
- Seven (7) years providing health services to urban, rural and/or remote populations across one or more areas of clinical health care.
- Three (3) years of experience leading and coordinating systemic sustained improvements with health services.
- Three (3) years of experience influencing and collaborating with diverse, large, multicultural, cross- functional and interdisciplinary teams including physician leadership, executive-level management, partner service delivery organizations, patients and the public on health service integration initiatives.
- Three (3) years of experience developing business cases and analyzing data to support performance outcomes.
- Three (3) years of experience coordinating health services planning and establishing integrated health service delivery across multiple partner organizational networks.
- Three (3) years of experience in specific process improvement initiatives.
- Practical experience in strategy, policy development, program implementation and evaluation.

SKILLS/COMPETENCIES:

- Must have a valid Manitoba driver's license and use of a personal motor vehicle for regular travel within the province.
- Mental and physical ability to meet the demands of the position.
- Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.

- Proficiency of both official languages is essential for target and designated bilingual positions.
 - Completes and maintains a satisfactory pre-employment security check.
 - Satisfactory employment record.
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WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
 - Will be required to travel throughout the region as duties may require.
 - Must be able to work safely in a typical computerized office environment with frequent meetings, and to lift and carry items of up to approximately 25 pounds.
 - Interruptions from key stakeholders including members of established health services networks are common; incumbent can schedule dedicated and focused time for planning and concentration.
 - No hazardous or significantly unpleasant conditions.
 - All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.
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WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health Regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

PATIENT SAFETY

- Ensures patient safety and patient safety activities are emphasized throughout orientation, training and ongoing performance evaluation and mentoring. Supports an environment which avoids, prevents and corrects all activities or actions which may result in an adverse outcome in the delivery of health care services. Patient safety is a standing item for all individual and departmental meetings.
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Created: July 5, 2023
Date

Revised: _____
Date

Approved by: _____
Regional Manager/ Supervisor Date

Approved by: _____
Regional Lead/ CEO Date

Reviewed by: _____
Regional Lead, Human Resources Date

Position descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed position descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.