

**Clinical Director**  
**Full Time, Temporary**

Up to 8 months with possibility of extension  
Annual Salary \$80,238 - \$112,000

The Clinical Director oversees and optimizes primary care services, ensuring high quality patient care, efficient operations and adherence to clinical standards. Under the direction of the Executive Director (ED), the Clinical Director oversees the clinical management of designated Timmins Academic Family Health Team (TAFHT) Interdisciplinary Health Providers (IHP). The Clinical Director is responsible for the overall program and clinical oversight to assure consistency, integration and continuity in the provision of services across TAFHT and community agencies in alignment with Board, Ontario Health, and provincial strategic priorities. The Clinical Director collaborates with internal and external partners to foster innovation for the development and implementation of primary care core services and care pathways.

**Primary Responsibilities:**

- Collaborate with internal and external partners to develop and implement primary care services and pathways.
- Achieve results by aligning actions and decisions with the strategic objectives.
- Implement, monitor and evaluate changes to service delivery to meet community needs based on recommendations.
- Monitor compliance with program outcome measurement targets and develop strategies to improve the quality of care.
- Manage integrated health professionals (IHP's) and administrative employees.
- Ensure continuous quality improvement mechanisms are in place and work collaboratively with the Leadership Team to support quality of care improvement.
- Develop strong partnerships, liaise, and collaborate with key stakeholders including but not limited to community agencies/partners, other family health organizations, mental health departments, and private practitioners to more effectively deliver healthcare to meet the needs of the communities served.
- Establish the overall coordination, delivery and evaluation of effective primary care services according to best practice guidelines and organizational outcome measures.
- Promote, foster, and lead initiatives to improve or maintain a positive, productive work environment culture.

**Education, Qualifications and Skills**

- University Degree in Health Service Administration, Social Sciences, Business Administration or regulated health professional with current registration from a college.
- Master's degree preferred.
- 10 years' experience in a clinical setting.
- Possess a systemic vision-level focus on access to primary care, driving clinical improvement, chronic disease prevention and management, and serving individuals with complex needs.
- Skilled leader and communicator with a proven record of building and developing teams to achieve established goals and performance metrics.
- Experience in successful collaboration and committee work with health professionals, system partners, and community agencies across the continuum of care.
- Demonstrated leadership in the effective implementation of change management initiatives in complex systems and operating environments.
- Proficient skills in Microsoft Office applications, specifically Word, PowerPoint, Excel, and Outlook and experience with electronic medical records (EMR).
- Exceptional organizational and communication skills.
- Model a working environment based on mutual trust, respect, understanding, and support; leads constructive, timely conflict resolution when necessary.
- Ability to speak and write in French preferred.

### **Additional Job Requirements**

- May be required to attend meetings or events before or after regular working hours.
- Must adhere to all TAFHT Policies and Procedures.
- Must be legally entitled to work in Canada.
- This position is in Timmins, the position requires working in office and on site.
- As a condition of employment, you are required to submit proof of COVID-19 vaccination and immunizations.
- Current Ontario Driver's License.

The above responsibilities are not to be considered all inclusive; and may be assigned other related duties in the interest of efficient operations of the Family Health Team.

This position reports directly to the Executive Director.

TAFHT offers a competitive benefits package, including health, dental and pension plan (HOOPP). In addition, we provide generous paid time off options to support work-life balance.

### **How to apply:**

Qualified applicants are asked to forward their cover letter and resume to:  
[human-resources@timminsfht.ca](mailto:human-resources@timminsfht.ca)

To obtain a copy of the job description, visit <https://www.timminsfht.ca/>

We thank all applicants for their interest in TAFHT, however, only those applicants selected for an interview will be contacted

TAFHT supports diversity, equity and a workplace free from harassment and discrimination. We encourage applications from all qualified candidates, including women, visible minorities, aboriginal persons and persons with a disability. Personal information contained in applications will be used for recruitment purposes and collected as per Freedom of Information (F.O.I.) And Protection of Privacy Act, 1987.

TAFHT is committed to improving access and opportunities for individuals with disabilities in accordance with the Accessibility for Ontarians with Disabilities Act. If you require a specific accommodation during the application, interview or recruitment stage, please contact our office at 705-267-1993, or by email at [human-resources@timminsfht.ca](mailto:human-resources@timminsfht.ca) noting *Accessibility Inquiry* in the subject line, for appropriate accommodations to be made.