



Northern Ontario  
School of Medicine  
École de médecine  
du Nord de l'Ontario  
ᑭᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ  
ᑭᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ

## NORTHERN ONTARIO SCHOOL OF MEDICINE

JOB POSTING	
<b>Competition Number:</b>	2017-1109-DM
<b>Position Title:</b>	Program Director, Care of the Elderly, Enhanced Skills, Family Medicine
<b>Unit:</b>	Postgraduate Education
<b>Location:</b>	Northern Ontario
<b>Term:</b>	Three (3) Years
<b>Competition Closing Date:</b>	Open Until Filled

The position profile below calls for the successful candidate to have a substantial knowledge of, and exposure to, the issues faced by distributed medical education, to possess significant experience in clinical practice and the academic sector, to be self-motivated and self-directed, and to possess superior interpersonal, facilitation, communication, leadership and problem-solving skills.

**REPORTING:** The Program Director, Care of the Elderly, reports to the Program Director, Enhanced Skills, for academic and strategic matters and to the Associate Dean, Postgraduate Education (PGE), for financial matters and for non-academic policy.

**SUMMARY OF FUNCTIONS:** The Program Director, Care of the Elderly, is responsible for the planning, development, promotion, implementation and evaluation of the Care of the Elderly Enhanced Skills residency program and for supporting the work of the Northern Ontario School of Medicine (NOSM) in preparing learners to work in rural and Northern communities.

### **KEY RESPONSIBILITIES:**

#### Educational Responsibilities

In collaboration with the Program Director, Enhanced Skills:

- Provide overall direction and oversight for all aspects of the Care of the Elderly program to ensure that it meets or exceeds the accreditation requirements of the College of Family Physicians of Canada (CFPC)
- Plan, organize and supervise the Care of the Elderly program including;
  - Support the resident to find appropriate educational experiences to meet the objectives, competencies and outcomes

- Ensure a fair and transparent selection process for candidates applying to the program
- Implement an effective resident assessment process in accordance with NOSM postgraduate policies
- Ensure appropriate support for residents including safety, career counselling, stress management and availability of other resources for resident wellbeing as needed
- Take part in the ongoing review and evaluation of the residency program including educational objectives, academic, and clinical curriculum consistent with the requirements of the CFPC and NOSM.
- Ensure that residents work within the structure of the PARO contract and other regulations set by external agencies

Work with administrative to staff to ensure handbook and other communication tools for the Care of the Elderly program are up to date, consistent with other PGY3 programs and available to residents.

- Employ a continuous quality improvement approach to resident placements, other educational experiences, and program development, so that residents are prepared for practice, including in northern and rural areas
- Work to enhance faculty support, development, evaluation and feedback to improve the commitment and retention of NOSM faculty
- Prepare for and participate in internal and external reviews and accreditation of NOSM program
- Act as a surveyor for internal reviews at NOSM

#### Administrative Responsibilities

- Participate in the Enhanced Skills Residency Program Committee
- Participate in any postgraduate NOSM, or CFPC committees, as interested
- Fulfil other such duties as may be assigned.

#### **QUALIFICATIONS:**

- Must hold certification with the CFPC
- A physician licensed in Ontario who possesses or is eligible for an academic appointment with NOSM
- Preferably three (3) years recent northern practice experience
- Preferably three (3) years recent experience as a preceptor

**KEY COMPETENCIES:**

- Substantial knowledge of, and exposure to, the issues faced by northern and rural medical education
- Experience in clinical practice and medical education
- Self-motivated and directed
- Superior interpersonal, communication, leadership and problem-solving skills
- Resident advocacy skills and interest

Interested candidates are invited to submit a resume along with verification of academic accomplishments quoting the competition number # 2017-1109-DM to:

**Northern Ontario School of Medicine**  
**Attention: Human Resources**  
**935 Ramsey Lake Road, Sudbury, Ontario P3E 2C6**  
**Email: [HR@nosm.ca](mailto:HR@nosm.ca)**  
**Fax: (705) 671-3880**

*The Northern Ontario School of Medicine offers accommodation for applicants with disabilities throughout its recruitment processes. If you require accommodation during the recruitment process, or require an accessible version this posting, please contact Human Resources via email at [hr@nosm.ca](mailto:hr@nosm.ca).*

*The Northern Ontario School of Medicine invites applications from all qualified individuals. NOSM is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Indigenous people, persons with disabilities, and persons of any sexual orientation or gender identity.*

*While all responses are appreciated and will be handled with the strictest confidence, only those being considered for interviews will be acknowledged.*