



Bringing health human resources to life

Position Title: Regional Advisor (3)

- 1 - North East (NE) LHIN (office in Sudbury);
- 1 - Central and Toronto Central (office in Markham);
- 1 - Champlain and South East (SE) LHINs* (office in Belleville).

Position Type: Full-time, Permanent

*Contract, 6 months+/-

HealthForceOntario Marketing and Recruitment Agency's (the agency) vision is bringing health human resources to life. Our mission is to inspire, develop and drive health human resources solutions. Values of client-centeredness, high-quality outcomes, and best possible return on public investment support our work.

The agency is seeking three (3) high-energy, knowledgeable and flexible team players to join the Community Supports team as a Regional Advisor of the geographic region comprising the designated LHIN(s). We are seeking people who take pride in delivering quality outcomes and exceptional service.

Job Summary

Reporting to the Manager, Regional Advisors, the RA works locally and provincially to support physician recruitment and retention initiatives across Ontario, with a special focus on communities in the LHIN(s). This position will be based in the LHIN(s) with frequent travel to communities within the LHIN(s).

- Partnering with community recruiters, organizations and the LHIN(s); understanding community health-care needs; sharing best practices related to physician recruitment and retention; and health workforce planning (HWP).
- Working closely with medical schools to deliver Practice Ontario, a career planning and transition into practice service for medical residents aimed to improve physician distribution across the province.

- Providing significant support to LHIN(s) health workforce planning initiatives, including primary care capacity planning, supporting the identification of communities in need, offering solutions and supports to improve patient access and to help achieve the Government's *Patients First* goals.
- Travel throughout the LHIN region(s) working with stakeholders in their communities. Overnight travel is a requirement of this position.

Skills and Knowledge

- University or College degree/diploma in health-care administration or a related field and/or 4 years of experience within the health-care sector.
- Knowledge of and/or experience with health workforce planning and data, physician need and distribution.
- Ability to analyze and interpret HWP data and trends.
- Knowledge of medical licensing and medical education.
- Community outreach and development skills to achieve strategic health workforce goals.
- Knowledge of and/or relationships with communities within the LHIN(s) and health-care stakeholders preferred.
- Negotiation competence, system perspective, and the ability to work as an integral part of the system management team within the LHIN(s).
- Relationship management skills and political acuity that contribute to achieving goals through collaboration and goodwill.
- Professional standard of conduct, poise, diplomacy and integrity in all interactions to work confidentially and effectively with sensitive and complex issues.
- Time-management and organization skills to balance multiple priorities and collaborate and co-operate within a distributed team.
- Written and verbal communication skills to deliver complex information, including facilitation and public speaking skills.
- Self-directed to work independently and in a team with limited direction and adapt to the changing priorities and needs of the health-care sector.
- Computer skills including familiarity with customer relationship management databases and MS Office.
- Knowledge of French is a requirement for the position based out of the NE LHIN. French is an asset for the other two positions.
- Knowledge and experience with Indigenous issues considered an asset.

The agency offers a generous total rewards package that is designed to protect and enrich our employees' personal and professional well-being. This package includes a competitive salary, generous vacation entitlement, participation in the defined benefits pension plan administered by the Ontario Pension Board, and 24/7 access to our Employee Assistance Program. Comprehensive health, dental, and disability benefits are available to permanent employees. Health and dental benefits are available to eligible contract employees.

Candidates are asked to reference the position title in the subject line of the email and forward their cover letter, resume and salary expectations to j.orchard@healthforceontario.ca, no later than Friday, August 11, 2017.

If you require a disability-related accommodation to participate in the recruitment process, please email your contact information to hr@healthforceontario.ca. We will accommodate your needs under the Ontario Human Rights Code and *Accessibility for Ontarians with Disabilities Act (AODA)*.

While we appreciate your interest in obtaining employment with HealthForceOntario Marketing and Recruitment Agency, only those candidates selected for an interview will be contacted.

www.HealthForceOntario.ca