



## **Job Description:**

### **Summary:**

Natural Health Services is looking for a Clinical Director that will be responsible for providing leadership and guidance for all staff physicians. This position will be reporting to the Medical Director. This individual will develop, implement and manage clinical policy and procedures in support of quality patient care, ethical standards, regulatory compliance, billing compliance and records accuracy. The Clinical Director will assist in the recruitment, selection and training of staff physicians, and will provide input to Clinic Operations in terms of support staff requirements, procedures, and performance.

### **Responsibilities:**

- Provide leadership and guidance to active medical providers.
- Participate in recruitment and selection of physicians.
- Participate and support strategic planning for quality and patient safety.
- Review quality of service and performance of medical staff.
- Develop, implement, evaluate and modify patient safety and risk management initiatives.
- Promote a positive and non-punitive safety culture with the ability to resolve conflict and issues.
- Advocate and demonstrate a deep respect for policies and ethics.
- Ensure that the conduct of medical and scientific activities is in accordance to all relevant regulations, Health Canada, the College of Physicians and Surgeons, and company policies.
- Monitor compliance to legal guidelines, internal policies and quality standards.
- Evaluate, enhance and maintain clinical medical policies, best practices and procedures by keeping up to date on regulation changes, identifying medical training requirements and development, and translating medical interpretations and timely access to medical resources.
- Review and advise on compliant medical processes that improve efficiency.
- Review and improve health care practitioner performance.
- Develop and improve relationships and communication, as well as increase confidence with existing physicians and medical staff.
- Review and interpret provincial college requirements.
- Some travel will be required.

### **To be considered for this role, you must have:**

- BSc/BA in Health Science, Health Administration, medical science, or relevant field; MSc/MA in Health Administration or Public Health would be preferred.
- A Registered Nurse in combination of previous leadership experience will also be considered.
- Minimum of 5 to 10 years in a senior clinical leadership position.
- The Clinical Director shall have a minimum of 5 years administrative experience.
- Possess excellent mentoring skills.

- Superior relationship building skills; able to work with diverse personalities.
- Solid understanding of regulatory frameworks and college practices.
- Excellent conflict resolution skills.
- Strong organizational and leadership skills in a management role.
- Excellent interpersonal, diplomacy, communication (written and verbal), critical thinking, attention to detail and problem-solving skills.
- Demonstrated respect for ethics and policies with the ability to inspire the same in others.

This is a growing industry, that is fast paced and always changing. If you are driven, show initiative, adaptable to change, and have a hard-working mindset - then I want to meet you!

\*\*A criminal check with vulnerable sector will be required for this role.

**To Apply: Please send your cover letter and resume, quoting the name of the position and location in the subject line to [resumes@naturalhealthservices.ca](mailto:resumes@naturalhealthservices.ca).**