

Director, Planning and Integration, London-Middlesex Sub-Region

The Opportunity:

At this time, the South West Local Health Integration Network is seeking one (1) permanent full time Director, Planning and Integration to provide leadership for the engagement, planning, integration, and improvement initiatives at the London-Middlesex sub-region level. The successful incumbent will lead the development, alignment and coordinated delivery efforts of key regional initiatives/programs across the LHIN.

What Can I Expect To Do?

As the Director, Planning and Integration, you will:

Engage Others & Develop Coalitions by:

- Leading health system and population-based planning, integration, coordination, service innovation, and quality improvement initiatives with patient partners, health service providers, clinicians and other partners in alignment with provincial and LHIN strategic priorities and directions.
- Steering large and complex LHIN-wide and sub-region projects/programs involving multiple role stakeholders, partners, and cross functional teams.
- Establishing and maintaining effective working relationships with health service providers and other partners to develop innovative approaches, and initiate action plans for health system improvement and integration.
- Working closely with the Director, System Design, Integration, and Digital Health and other LHIN staff to ensure alignment of LHIN-wide and sub-region integration and improvement plans and activities, as well as ensure the effective development and delivery of key regional initiatives/programs.
- Providing leadership and oversight to staff including work delegation, coaching, performance management and goal setting.
- Negotiating with health service providers and other stakeholders around service integration and enhancements of health outcomes within the sub-region or related to broader system planning and improvement initiatives.
- Supporting conflict resolution for complex patient and/or provider relations issues, including managing communications with local and provincial government, advocacy groups, and the media.
- Providing leadership and direction for sub-region activities in collaboration with sub-region Clinical Leads, Home and Community Care colleagues, as well as primary care and public health partners.
- Providing transformational leadership and support to Sub-Region Integration Tables and other committees and groups as appropriate.
- Partnering with other LHIN leaders and staff to cooperate across functions to deliver and align projects, initiatives or services.
- Supporting the Vice President in communicating with and advising the CEO and Board on matters related to health system planning and sub-region development.

Achieve Results by:

- Maintaining an understanding of current issues in the health care system related to the Integrated Health Service Plan strategic goals, objectives, and implementation strategies, with a particular emphasis on sub-region gaps and improvement opportunities.
- Participating in the development of service delivery performance standards, quality improvement processes, and key strategic initiatives, and directing the implementation of these processes and strategies.

- Developing and monitoring budget requirements for the portfolio to ensure fiscal responsibility and accountability, achievement of the Regional Program goals, and making recommendations that align with operational and strategic targets.
- Ensuring regional programs are results-oriented based on the highest quality evidence available, appropriately aligned to optimize outcomes, and enable efficient use of resources.
- Ensuring LHIN-wide and sub-region priorities reflect the needs of the population within the LHIN including those of Francophone and Indigenous people.
- Informing the development and supports/drives implementation of digital health care strategies that connect services, improve information sharing and access to care in alignment with provincial directions, and LHIN priorities.
- Ensuring incorporation of best practice research and planning, quality improvement approaches, communication and engagement, analysis, evaluation, and reporting for all sub-region and portfolio initiatives.
- Working closely with LHIN colleagues to monitor and evaluate implementation of standards, Quality Based Procedures and Wait Time allocations for the sub-region and associated performance indicators to support in-year reallocations and the identification of areas for performance improvement.

Location: This position is located at the South West LHIN's London location.

How Do I Qualify?

Education:

- Master's Degree in health administration, health planning, business administration or a relevant field or the equivalent combination of education, training and experience.

Experience:

- Minimum seven (7) years of leadership experience (or equivalent) in one or more of the following areas: leading health system change, health care planning, system planning, health care service delivery, health research, population health.
- Proven leadership experience with health care initiatives designed to improve inter-sectoral integration and/or coordination leading to improved patient experience, provider experience, health outcomes and value for money.
- Experience in effectively working with cross-sector and cross-functional teams to lead organizations through development, change, and transition.
- Experienced ability to build, enhance, and maintain strategic relationships with community organizations, local and provincial governments, health service providers, clinicians, patients and their families, and others.
- Experience leading and understanding large scale change and issues management. Demonstrated leadership in facilitation and negotiation with multiple stakeholders and service providers.
- Demonstrated capacity to identify and respond quickly to emerging issues and priorities and to meet tight deadlines.
- Experienced understanding of stakeholder engagement principles including best practices for engaging patients and families.

Knowledge, Skills, and Abilities:

- Expert understanding of planning models and approaches.
- Knowledge of Ontario health sector and trends within this sector.
- In-depth development knowledge of local health issues, priorities, and needs while recognizing the broader trends in health care policy and system development.

- Knowledge of health equity strategies, including the needs of Indigenous peoples (urban and community) and Francophone communities.
- Superior interpersonal and relationship building and management skills. Excellent project management skills including budgeting, planning and communication.
- Excellent verbal and written communication skills.
- Knowledge of Planning and Integration tools and systems available to support reporting and organizational information.

Preferred Qualifications:

- Proficiency in a second language, particularly French.
- An ambassador of workplace culture.

Who We Are:

The South West Local Health Integration Network (LHIN) is one of 14 local organizations in Ontario that plan, coordinate, and fund local health services, and deliver high quality home and community care to patients and families. The South West LHIN is committed to health improvement, innovation, and the establishment of collaborative partnerships to improve population health, patient experience, and value for money across the health care system.

LHIN staff incorporates the best aspects of teamwork and continuous learning as they work with the local community to ensure the best health outcomes for everyone. If you have a passion for excellence and an entrepreneurial spirit, this is your opportunity to make a difference as part of a dynamic team transforming the Ontario healthcare system.

For further information on the South West LHIN please visit: <http://www.southwestthin.on.ca>.

The LHIN is an equal opportunity employer and all applicants are welcome. Individuals with a disability requiring accommodation during the application and/or the selection process should advise the recruitment contact so arrangements can be made.

How To Apply:

Should you be interested in this exciting opportunity, please visit www.lhinjobs.ca to apply. Compensation includes competitive salary, benefits, and pension plan. **Application deadline is February 24, 2019 at 11:59 p.m.**

We thank all applicants; however, only those applicants invited for an interview will be contacted. Due to volume of applications, we are not able to respond to general inquiries by phone or e-mail.