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PHYSICIAN RECRUITMENT

# Medical Director Mental Health & Addictions

If you're looking for a new career challenge in a rapidly-growing community an hour north-east of Toronto, this position at Peterborough Regional Health Centre (PRHC) is for you. As the Medical Director, Mental Health & Addictions, you will play a key role in supporting and transforming the care provided for patients in our hospital, community and region. Within the COVID-19 pandemic environment, mental health needs in the Peterborough area have continued to increase, and as in many smaller communities across Ontario, substance use and addiction continue to be a growing concern.

This role will see you continue to develop your career and work as a team leader in advocating for, caring for and engaging with this patient population as we work to serve their unique needs. PRHC is seeking an excellent clinician who can provide visionary leadership to the Department of Psychiatry and the broader medical community. This is an exceptional leadership opportunity with an outstanding organization, complete with an attractive compensation package.

## Position Qualifications:

- Currently registered and hold an independent practice license with the College of Physicians and Surgeons of Ontario
- Fellow Royal College of Physicians and Surgeons of Canada
- Eligible for Active or associate staff privileges at PRHC
- Leadership experience preferred
- High level of clinical competency as a Psychiatrist
- Evidence of ongoing continued clinical and leadership education

## Skills and Abilities:

- Excellent interpersonal skills and ability to work effectively with administration, directors/managers, staff, physicians, and the community
- Demonstrated ability to manage change effectively
- Actively encourages a spirit of cooperation amongst team members
- Commitment to an inter-disciplinary team approach
- Excellent leadership, organizational and communication skills
- Demonstrated ability to integrate current evidence and best practice into the delivery of quality care
- Excellent strategic, systems thinking and analytical skills
- Experience in program planning development and evaluation
- Demonstrated interest in top tier clinical service, rounds and educational activities.

## Position Highlights:

### Planning & Strategy

Actively participates in the development of the Health Centre strategic plan, vision, mission and objectives.  
Actively develops partnerships in the region.  
Leads planning and priority-setting, and the development of program vision, goals, objectives and measurements.  
Monitors program performance and identifies program changes to support efficiencies, access and flow, community linkages and growth opportunities.

### Human Resources

Collaborates on the development and implementation of a human resources plan for the Department/program/service.  
Ensures there is sufficient coverage by duly qualified psychiatrists to meet the requirements of the Program.

### Resource Utilization

Collaborates with the Program Administrative Director to determine staffing requirements, capital equipment and operating budget.  
Supports program resource allocation decisions and prioritizes program services and the delivery of care within allocated program resources.  
Supports the physician group in viewing the organization as a whole; breaking down structural barriers and ensuring the best use of available resources in a flexible and accommodating manner.

### Quality of Care and Clinical Performance

Collaborates with the Department Chief and Administrative Director to establish quality improvement targets and priorities and to support the implementation of improvement initiatives.

### Engagement & Communication

Serves as a liaison between Department members and other Departments/Programs, and Health Centre medical and administrative leadership.  
Communicates regularly with Department members and engages them in priority-setting and problem-solving.  
Be a champion and advocate for Mental Health & Addictions services

### Appointed by

Search committee chaired by the Chief Medical Executive

### Reporting Structure

Reports to the Chief Medical Executive through to the CEO

### Contract length

Initial term of five years. Opportunity for reappointment for additional terms based on a review process.

Supports the Chief with their duties related to the recruitment, credentialing, appointment and performance evaluation and management process.



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Mental Health & Addiction Services (MHAS) provides the leadership and expertise in caring for those individuals and their families with serious mental health & addiction concerns, including assessment, stabilization and treatment. Our goals are to decrease suffering and increase adaptive community living.

 **Watch this video to learn more about the dynamic Mental Health & Addictions team at PRHC.**

## About PRHC

PRHC is a regional hospital delivering acute healthcare to a rapidly growing population of more than 300,000 in Peterborough and the surrounding communities, including the First Nations of Curve Lake, Alderville and Hiawatha.

With an annual operating budget of \$300 million, PRHC has more than 430 inpatient beds and offers a wide range of services, including specialized programs in renal, stroke, cardiac, cancer care, vascular surgery & mental health addictions.

The Health Centre is located in Peterborough Ontario, a 90-minute drive north-east of Toronto – and has a proud local history extending back over a century. We are the region's largest employer with more than 2,400 staff, 400 physicians with privileges and 600 volunteers.

## Work. Play. Live.

In Peterborough, you'll be as close to the great outdoors as you are to work, schools and other amenities. Cottage country is as close as 20 minutes away. An hour south of Kawartha Highlands Provincial Park and a couple of hours from Algonquin Provincial Park. Here, we boast all the conveniences and comforts that an exceptional quality of life demands. Here, you can have it all.

Just 90 minutes from downtown Toronto by car, Peterborough is a unique community unto itself, an established entity with a rich heritage, a thriving culture, and a bright future. Home to Trent University and Fleming College as well as a burgeoning business sector, the opportunities here abound.

Peterborough offers a unique blend of outdoor pursuits and urban amenities right at your doorstep. Our arts and culture community is renowned for its exceptional events, exhibitions and performances, and the city offers a wide array of multicultural cuisine, local cafés, and unique shops.



We are recruiting for both a Chief Psychiatry and a Medical Director Mental Health & Addictions position. These roles can be held by the same physician or by two different physicians. Please see the role profile for further details on PRHC's Mental Health programs.

**Interested individuals should forward their curriculum vitae or inquiries by September 30, 2020 to:**

Christina Murphy, Medical Affairs, PRHC  
at [cmurphy@prhc.on.ca](mailto:cmurphy@prhc.on.ca)

PRHC is an accessible workplace, and an equal opportunity employer. For more information about our programs and services, please visit our website at: [www.prhc.on.ca](http://www.prhc.on.ca)

## **Peterborough Regional Health Centre – Role Profile MEDICAL DIRECTOR, MENTAL HEALTH & ADDICTIONS**

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### **Background**

**Peterborough Regional Health Centre** [www.prhc.on.ca](http://www.prhc.on.ca)

Peterborough Regional Health Centre (PRHC) is a large acute care, regional hospital located in Peterborough, Ontario, Canada serving the City and County of Peterborough, the City of Kawartha Lakes, Northumberland County, and Haliburton County, and supporting a catchment population of over 300,000. Peterborough is a 90-minute drive north east of Toronto. PRHC is the region's largest employer with more than 2,500 staff, 400 physicians with privileges, and a core team of 500 volunteers.

With an annual budget of \$316 million, PRHC has more than 460 inpatient beds and offers a wide range of services, including specialized programs in renal, stroke, cardiac, cancer care, vascular surgery and mental health & addictions and is funded by the province of Ontario

The Health Centre was formed in 1999 with the merger of the former Peterborough Civic Hospital and St. Joseph's Health Centre. It is governed by a 15-member Board of Directors, representing a cross section of the Health Centre's community.

Peterborough Regional Health Centre is a hospital with a proud local history extending back over a century. PRHC provides an extensive range of inpatient, ambulatory, regional, and community-based programs and services. The organization has a mature program management model and is organized along the following health services lines:

- Complex Continuing Care and Short-Term Rehabilitation
- Diagnostic Imaging
- Emergency
- Family Medicine
- Laboratory Medicine
- Maternal/Newborn/Child/Women's Health/Labour & Delivery
- Medicine/Critical Care
- Mental Health & Addictions
- Surgery

As a regional healthcare provider, PRHC offers a number of "centres of excellence" including a:

- District Stroke Program
- Regional Cardiac Care Centre
- Regional Cancer Care Program
- Regional Renal Care (in-centre & in-home dialysis) Program
- Regional Maternal Child Program
- Regional Mental Health & Addictions Program
- Regional Vascular Surgery Program
- Regional Orthopedic Surgery

PRHC maintains strong relationships with long-term care facilities and other community agencies, having many community partnerships, and collaborations.

PRHC is dedicated to improving patient care and service quality; its clinical teams are committed to evidence-based practices, integrated services and innovation within a caring environment. In 2017,

PRHC achieved “Accredited with Exemplary Standing” recognizing our focus on and achievements in high quality safe patient care. In 2014, PRHC was recognized by the Picker Institute (part of NRCC) for our achievements in patient engagement scores. As a top decile performer in this area, PRHC was selected by Picker to be studied to determine how we achieved these results and how other hospitals can learn from our successful strategies.

See PRHC Organization Chart, Appendix A.

PRHC has learners from virtually every professional discipline. We have a strong and long-standing relationship with Trent University and Fleming College, and provide clinical placements for nursing and other health program students. We are affiliated with Queens University and other Ontario universities as a community placement site for a wide variety of physician training programs including, but not limited to, OBS/GYN, Family Medicine, Anesthesia and several surgical specialties. PRHC also has medical and allied health students from other universities and colleges provincially, nationally, and internationally. PRHC actively supports the learning needs of over 900 students annually.

PRHC is committed to physician leadership development and as such has developed a number of learning opportunities for incumbent chiefs, medical directors, and division heads as well as potential future physician leaders. These programs include on-site Physician Leadership Institute (PLI) courses, Women in Leadership Events, and a Physician Learning Fund.

### **PRHC's Strategic Directions**

PRHC's 2020-2023 Strategic Plan defines four strategic directions that will guide our efforts over the next several years. These directions underpin the work we do every day as we strive to achieve our mission of building healthier communities with our patients and partners:

- Deliver culturally safe, outstanding care
- Deliver seamless care transitions
- Deliver regional programs in collaboration with our care partners
- Build strong foundations to achieve our mission

For additional information on this dynamic and growing organization please visit: [www.prhc.on.ca](http://www.prhc.on.ca).

### **About Peterborough**

The Greater Peterborough Area is a unique community known for its exceptional quality of life and beautiful setting in the Kawartha Lakes tourism region. Peterborough has everything - a multitude of recreational opportunities, a diverse industrial, commercial and agricultural base, quality healthcare and excellent schools - including two post-secondary institutions.

Peterborough is just 90 minutes from the Greater Toronto Area. Real estate is affordable, the air is clean, and communities are safe. With a population of approximately 135,000 - which increases substantially in the summer cottage season - the Greater Peterborough Area is the regional centre for East Central Ontario and draws from a population of 300,000. Peterborough's proximity to major markets in Canada and the north-eastern United States, combined with an effective transportation system that includes the largest commercial airport between Toronto and Ottawa, and four-lane access to the Greater Toronto Area, makes Peterborough an unparalleled setting to work and live.

On the Trent-Severn Waterway in the heart of the Kawartha Lakes tourism region, Peterborough offers the opportunity for rural, urban, or waterfront living.

For more information on this great [City](#) and [County](#) please visit:

### **PRHC Support Services**

Other departments at PRHC include: Laboratory Medicine, Family Medicine, Psychiatry, Anaesthesiology, Diagnostic Imaging, Medicine (including most specialties), Obstetrics and Gynecology, Emergency Medicine and Pediatrics. The medical staff consists of over 400 members. A rota of fully qualified Emergency Department (ED) physicians staff the ED 24 hours/day.

PRHC is equipped with comprehensive Medical Imaging including General and Interventional Radiology, CT, Nuclear Medicine, U/S, MR and Angiography.

Diagnostic supports in medicine include EEG, EMG, pulmonary function, cardiac stress testing, 2-D echocardiography, bone densitometry, doppler studies, etc. Rehabilitation services include PT, OT, speech pathology, as well as recreation therapy.

### **Information Technology**

PRHC currently uses a combination of an electronic health record (Meditech, PACS) and paper-based health records. Along with our regional partners, we will be implementing a fully electronic clinical information system in the next year or two.

### **Regional Activities**

PRHC participates in numerous regional initiatives involving vascular surgery, maternal, neonatal and paediatrics, cancer care, mental health & addictions, is designated a district stroke centre, and nephrology services. PRHC maintains good relationships with local health care facilities and other community agencies and enjoys many community linkages through collaborations, partnerships and networks. The Chief of Psychiatry will act as the ambassador and advocate for Mental Health & Addictions services on regional issues, opportunities and strategic activities with the region.

### **Academic and Research Activity**

PRHC participates in a variety of Certified Medical Education to support its commitment to excellence. These include various rounds, clinic days, webinars, educational opportunities and lunch and learn workshops. The organization supports a modest amount of research and clinical trial activities and encourages educational leadership from the Chief.

PRHC has a longstanding relationship with Queen's University for undergraduate and postgraduate training, in addition to other colleges and universities for allied health professionals. There is an opportunity for an academic appointment for interested candidates.

### **Nature of Services Provided**

The Mental Health & Addictions program comprises a 24-bed adult inpatient unit that includes a Psychiatric Intensive Care Unit (PICU) and a Psychiatric Assessment and Stabilization Unit (PASU) and a 6-bed child and adolescent inpatient unit. The program also operates a Crisis Unit in the Emergency Department, which has three (3) inpatient beds with 3,900 visits annually.

Additional outpatient clinics include Adult Outpatient Program (AOP), and Consult Liaison Program, Family and Youth Clinics (FYC), Psychiatric Assessment Services for the Elderly (PASE), Psychosis Assessment and Treatment Clinic, Eating disorders, Regional Community Treatment Orders (CTO), Rapid Access Addictions Medicine Clinic, Regional Early Psychosis Intervention Program and Youth and Adult Urgent Care Clinics. The total combined volumes for the outpatient clinics in 2019/20 was approximately 40,169 visits.

The Department of Psychiatry has 21 members with privileges; 19 physicians and 4 nurse practitioners, providing a wide range of inpatient and outpatient care focusing on child and adolescent, adult, and

geriatric psychiatry. The management team consists of an Administrative Director, the Department Chief & Program Medical Director and three managers. The program is supported by one clinical educator.

The Mental Health & Addictions Program is well organized, efficient and fiscally responsible. The Department focuses on quality patient care and safety. There is a strong sense of teamwork amongst a group of close-knit professionals. Communication occurs both formally through Departmental meetings and through Inter-Program Operations Committee and informally amongst the staff to meet the demands of a growing patient population.

PRHC is a designated "Schedule 1" facility. It provides a regional service of comprehensive mental health care including short-term acute inpatient care to voluntary and non-voluntary patients/individuals and a range of outpatient, consultative and educational services to residents of the "Four Counties": City of Kawartha Lakes, Haliburton, Northumberland, and Peterborough.

Mental Health Services (MHS) provides the leadership and expertise in caring for those individuals and their families with serious mental health concerns, including assessment, stabilization, and treatment. Their goals are to decrease suffering and increase adaptive community living.

They provide integrated and coordinated services in the least intrusive way to meet the needs of their clients and families.

Mental Health & Addiction Services provides care that recognizes that an individual's mental health & addictions needs are best met through a holistic approach, emphasizes sound clinical treatment with therapeutic interventions to optimize overall level of mental health functioning, provides access to consultation by psychiatrists when appropriate, and is made up of five multidisciplinary clinical teams that provide specialized yet collaborative services.

### **Regional Mental Health & Addictions**

A range of Mental Health & Addiction Services (MHAS) are offered by Peterborough Regional Health Centre. The department provides regional leadership and expertise in conjunction with community partners in the assessment, stabilization and treatment of individuals and their families with serious mental health & addiction concerns.

MHAS is made up of a number of multidisciplinary clinical programs that are both integrated and coordinated in providing specialized services:

#### **Mental Health Adult Outpatient Program**

The Adult Outpatient Program offers treatment for those coping with a mental illness and when appropriate, to their families. The philosophy of care is based on concern for the overall psychological well-being of the patients and respect for their individual needs. Goals include alleviating acute psychological distress and improving quality of life.

Services available include: Initial intake and assessment; Individual counseling; Group therapy; Crisis intervention; Psychological testing; Psychiatry consultation; Community advocacy; Community links

#### **Adult Inpatient Program**

This inpatient program offers crisis intervention, assessment, stabilization, short-term treatment and discharge planning for people with serious mental illness.

Services available include: specialist assessment as needed by Social Work, Psychology, Occupational Therapy, Nursing and Psychiatry; individual and group treatment are available; multi-disciplinary and family meetings as needed.

### **ECT Service**

The ECT service runs three to four mornings a week and is available with a psychiatric referral for patients with treatment refractory depression, symptoms of dementia, and other psychiatric symptoms. The ECT team is made up of psychiatry, nursing, and anesthesiology

### **Family & Youth Clinic**

The Family and Youth Clinic is an outpatient program offering treatment for children/adolescents (<18 yrs) and their families where significant mental health difficulties are a primary concern. The primary focus is service to individuals whose day-to-day functioning is significantly impaired due to anxiety, depression, and somatic complaints with a psychological component, learning and attention-deficit disorders, psychosis and serious suicidal intent. Other presentations are directed to the local Children's Mental Health services.

The program is supportive of the integrity and individuality of the family and aims to facilitate the ability of its members to function effectively.

Services available include: family assessment and treatment; individual child assessment and treatment in selected cases; a quick response service for situations that involve serious risk of suicide, school avoidance or thought disturbance; eating-disordered outpatient therapy; multi-disciplinary team including social work, psychology, dietician and psychiatry.

### **Child and Adolescent Urgent Care Clinic**

The Urgent Care Clinic provides urgent short-term mental health follow-up to youth and families following a visit to the Crisis Unit or post-discharge following an acute inpatient stay. Parents and youth can typically expect a phone call from the Urgent Care Team within three business days of the Crisis Unit visit. Referrals from a pediatrician or a GP/NP are also accepted for youth who are experiencing urgent safety issues and/or sudden changes in functioning or mental status.

### **Eating Disorders Program**

The Eating Disorders Team is made up of social workers, a registered dietician and a nurse practitioner. The program provides medical monitoring, nutritional counselling, and individual or group therapy for clients with a diagnosed eating disorder across the lifespan. The Maudsley Family Based Therapy approach is used for youth and their families under 18 and psychiatry consultation is available with a referral from the nurse practitioner.

### **Child & Adolescent Psychiatric Unit**

The Child and Adolescent Psychiatric Unit (CAPU) is a 6 bed inpatient unit that provides a safe and caring place for children and adolescents ages 10 - 17 needing immediate assessment and stabilization for an emotional, behaviour or substance abuse crisis. Children and adolescents receive treatment, counseling and education for a brief admission.

### **Psychiatric Assessment Services for the Elderly (PASE)**

This outreach program offers geriatric mental health assessment, consultation and education services, with limited capacity to provide treatment and case management services for people 65 and older experiencing an age-related mental health issue. The program is separately mandated to offer Psychogeriatric Resource Consultant (PRC) services for the HKPR district.

Services available include: Individual assessment to address the client's issues through social work, nursing, and/or psychiatric input; Education, liaison and support for caregivers, involved professionals and community agencies; Recommendation of treatment, services, strategies or case management.

### **Psychosis Assessment and Treatment Clinic**

The Psychosis Assessment and Treatment Clinic is a community mental health program within Mental Health & Addictions Services, established to provide assessment, treatment and rehabilitation for people with Schizophrenia and other Psychotic Disorders.

Services available include: Assessment - Psychiatric & Psychosocial; Psychiatric Treatment & Follow-up; Medication Management; Psychosocial Treatment; Psychosocial Programs (e.g. Peer Support Group, Youth Group); Clinical Case Management (residents of Peterborough County only); Wellness Management; Psychoeducation; Family Education & Support; Rehabilitation (e.g. Vocational, Employment assistance); Community Consultation/Liaison/Development & Education.

### **Regional Community Treatment Order Program**

A Community Treatment Order (CTO) is a form issued or renewed by a physician that allows a person to receive care and treatment in their own community rather than being in the hospital. CTO's help ensure safe, effective care for persons with serious mental illness. The Community Treatment Order Coordinator works with people living in Peterborough, Haliburton and Northumberland counties and City of Kawartha Lakes.

CTO's are intended for persons with severe and persistent mental illness who are experiencing recurrent hospitalizations which can be attributed to non-compliance with treatment and follow-up, and who do not engage voluntarily in out-patient follow-up and who demonstrate benefit from treatment.

### **LYNX - Regional Early Psychosis Intervention Program**

Delivered in partnership with CMHA HKPR, and our partner hospitals across the Four Counties, this is a regional service which helps individuals who have experienced the onset of a psychosis, benefit from early treatment and provide support to their families.

Services are also provided through the use of televideo in partnership with Ontario Telemedicine Network (OTN). MHAS emphasizes sound clinical treatment with therapeutic interventions to optimize overall level of mental health functioning.

### **Rapid Access Addictions Medicine Clinic**

The Rapid Access Addictions Medicine (RAAM) Clinic is designed to provide quick access for patients who are in urgent need of an assessment by a medical professional and require immediate evidence-based medical treatment for a substance use disorder (primarily alcohol and/or opioids). The overall goal of the RAAM model is to stabilize patients in the short term, and subsequently link them to a community care provider(s) for ongoing monitoring, support and rehabilitation of their substance use disorder. No referral necessary. Walk-ins welcome.

### **Reason for Search**

PRHC is looking for a dynamic and inspirational leader to guide the future of the Mental Health & Addictions Program and build upon a solid foundation of clinical excellence, best practices and metrics driven performance management. The purpose of this search is to select an exemplary leader who will continue to inspire and motivate a high performing team to excel as the Regional Mental Health & Addictions service provider within our catchment area. PRHC has developed a strong inter-professional team delivering excellent care.

## **The Position**

*We are recruiting for both a Chief Psychiatry and a Medical Director Mental Health & Addictions position. These roles can be held by the same physician or by two different physicians.*

As the Medical Director, Mental Health & Addictions, you will play a key role in supporting and transforming the care provided for patients in our hospital, community and region. Within the COVID-19 pandemic environment, mental health needs in the Peterborough area have continued to increase, and as in many smaller communities across Ontario, substance use and addiction continue to be a growing concern.

This role will see you continue to develop your career and work as a team leader in advocating for, caring for and engaging with this patient population as we work to serve their unique needs. PRHC is seeking an excellent clinician who can provide visionary leadership to the Department of Psychiatry and the broader medical community. This is an exceptional leadership opportunity with an outstanding organization, complete with an attractive compensation package.

## **Position Highlights**

<b>Planning &amp; Strategy</b>	Actively participates in the development of the Health Centre strategic plan, vision, mission and objectives. Actively develops partnerships in the region. Leads planning and priority-setting, and the development of program vision, goals, objectives and measurements. Monitors program performance and identifies program changes to support efficiencies, access and flow, community linkages and growth opportunities.
<b>Human Resources</b>	Collaborates on the development and implementation of a human resources plan for the Department/program/service. Ensures there is sufficient coverage by duly qualified psychiatrists to meet the requirements of the Program.
<b>Resource Utilization</b>	Collaborates with the Program Administrative Director to determine staffing requirements, capital equipment and operating budget. Supports program resource allocation decisions and prioritizes program services and the delivery of care within allocated program resources. Supports the physician group in viewing the organization as a whole; breaking down structural barriers and ensuring the best use of available resources in a flexible and accommodating manner.
<b>Quality of Care and Clinical Performance</b>	Collaborates with the Department Chief and Administrative Director to establish quality improvement targets and priorities and to support the implementation of improvement initiatives.
<b>Engagement &amp; Communication</b>	Serves as a liaison between Department members and other Departments/Programs, and Health Centre medical and administrative leadership. Communicates regularly with Department members and engages them in priority-setting and problem-solving. Be a champion and advocate for Mental Health & Addictions services
<b>Appointed by</b>	Search committee chaired by the Chief Medical Executive
<b>Reporting Structure</b>	Reports to the Chief Medical Executive through to the CEO
<b>Contract length</b>	Initial term of five years. Opportunity for reappointment for additional terms based on a review process.
Supports the Chief with their duties related to the recruitment, credentialing, appointment and performance evaluation and management process.	

**Attractive Features of the Position**

Peterborough Regional Health Centre offers a unique clinical and professionally challenging environment in which to work and a highly desirable community in which to live. This position features:

- a large acute care regional hospital serving a population of 300,000 in four counties.
- a progressive and contemporary group of Department Chiefs and Senior Leadership Team.
- a solid Mental Health & Addictions program team consisting of dedicated and caring professionals.
- a high-quality medical staff with a reputation for excellence in care.
- an organization that is supportive of academic and research growth.
- excellent medical staff, administrative and governance relationships.
- a mature program management model supporting clinical decision-making and accountability.
- a complex mix of patient care activities providing high volume and diverse clinical experiences.
- supportive leadership for sustainable change and best practice implementation.
- dedicated and experienced clinical colleagues with commitment to excellence in care.
- supportive and competent nursing, technical and allied health professional staff.
- a progressive environment committed to best practices and innovation.
- easy access to academic and CME opportunities in Toronto, Kingston, Ottawa and Hamilton.
- an opportunity to live in the Kawartha Lakes region, one of the most beautiful areas on Ontario, with easy access to all major social, educational, sports, entertainment and outdoor recreational opportunities.

**Position Qualifications:**

- Currently registered and hold an independent practice license with the College of Physicians and Surgeons of Ontario
- Fellow Royal College of Physicians and Surgeons of Canada
- Eligible for Active or associate staff privileges at PRHC
- Leadership experience preferred
- High level of clinical competency as a Psychiatrist
- Evidence of ongoing continued clinical and leadership education

**Skills and Abilities:**

- Excellent interpersonal skills and ability to work effectively with administration, directors/managers, staff, physicians, and the community
- Demonstrated ability to manage change effectively
- Actively encourages a spirit of cooperation amongst team members
- Commitment to an inter-disciplinary team approach
- Excellent leadership, organizational and communication skills
- Demonstrated ability to integrate current evidence and best practice into the delivery of quality care
- Excellent strategic, systems thinking and analytical skills
- Experience in program planning development and evaluation
- Demonstrated interest in top tier clinical service, rounds and educational activities.

**Remuneration / Incentives**

In addition to fee for service billings, sessional fees and HOCC funding, this full-time position offers a stipend for administrative duties. The package will also include a furnished office complete with associated office technology and office expense budget and clerical and technical support for administrative duties. Relocation and other costs would be negotiable with the successful candidate.

**Interested Parties please forward CV or inquiries to:**

Christina Murphy Director, Risk, Patient Relations & Medical Affairs  
Peterborough Regional Health Centre 1 Hospital Drive Peterborough, Ontario K9J 7C6  
705-743-2121 x.3198 [cmurphy@prhc.on.ca](mailto:cmurphy@prhc.on.ca) bb 705-313-2513

**Appendix A**  
**PRHC Organization Chart**



