

Commissioner of Public Health/Medical Officer of Health Niagara Region (Thorold, Ontario)

Picturesque, multi-cultural, and rich with tourism, industry, and agriculture, Niagara Region encompasses the famous Falls and world-class vineyards, and with a population of over 430,000, its 12 communities have made Niagara Region one of the most desired places to live, work, and play. With over 3,500 employees, Niagara Region is responsible for land use planning, transportation, water and wastewater treatment, waste collection/management, emergency medical services, public health, children's services, and seniors' programs. Niagara Region offers great career opportunities in municipal service with competitive salaries and attractive benefits, and a wealth of programs to support employee wellness and professional growth. Niagara Region values choice, honesty, respect, partnerships, and service. If you share the same passion, we want to hear from you.

Overview

As the Commissioner of Public Health reporting to the Chief Administrative Officer, this senior role provides a high level of strategic leadership in the delivery of public health and emergency programs and services to the Regional Municipality of Niagara, ensuring all departmental programs and services respond to the strategic priorities, objectives and initiatives of the Region. The Commissioner/Medical Officer of Health reports directly to the Board of Health on issues relating to public health concerns and to public health programs and services under the Ontario Public Health Organizational Standards (OPHOS) or any other Act.

Key Responsibilities

Oversees the development implementation and evaluation of all programs under the Public Health and Emergency Services Department as set forth in the:

- Standards for Public Health Programs and Services of the HPPA and/or any other Act,
 - Ambulance Act (Land Ambulance Service and Dispatch Centre - Emergency Services Division)
 - Community Mental Health programs as outlined in the Multi-Sector Service Accountability Agreements (MSAA) with the Hamilton Niagara Haldimand Brant (HNHB) LHIN
 - Healthy Babies Healthy Children, and Infant and Child Development Services Program
- Develops Public Health Service goals and strategies that support the implementation of Council's Business Plan and CLT Goals and Objectives and stakeholder interests, establishing success and performance indicators, measurement tools and operational standards to monitor department results achievement and manage deliverables.
 - Ensures Public Health operating and administrative policies and practices are developed and implemented in accordance with the policies established by the Ontario Public Health Organizational Standards, Regional Council and administrative directions set by the Chief Administrative Officer;
 - Provides advice and guidance on program and service delivery issues, identifying controversial and sensitive issues that may impact the department's success, assessing potential risks and developing strategies to address issues.

- Develops and implements an annual departmental communication strategy ensuring the public is appropriately kept informed of ongoing and acute public health issues.

1. Develops and manages relationships with internal and external stakeholders.

- Builds networks, alliances and partnerships to create vision and influence results, maintaining up-to-date knowledge of all federal and provincial legislation and regulations and relevant current academic literature.
- Provides reasoned input and perspective as a member of the Corporate Leadership Team (CLT).
- Ensures Regional Council receives the orientation and information it needs to function as the Board of Health for Niagara.
- Positions the Region within the larger political arena as a strong player, earning credibility and recognition as an influential advocate on the organization's behalf.
- Works closely with Public Health Ontario to ensure quality, efficient and effective science-based operations locally.
- Works with provincial ministries and bodies to ensure local Public Health is represented at policy making tables.

2. Accountable for strategic, long range people resource planning for the business unit, supporting corporate culture and strategy, ensuring an engaged workforce resulting in optimal people performance by determining ideal organizational structures, identifying desirable role/skill mix requirements and ensuring ongoing work quality and deliverability of results.

- Working through leadership team, enables results with the organization's human capital strategy to foster employee engagement.
- Oversees employee performance, career development, and succession planning activities, ensuring open and transparent metrics and processes are developed and implemented and opportunities are created to facilitate employee growth and development.
- Ensures effective communication between leadership and staff, so ultimately staff is connected to corporate priorities and direction and has the information and resources required to make successful plans and decisions.
- Ensures all people related issues, including recruitment, grievances and labour relations issues, are aligned to HR and Corporate standards and practices.
- Ensures Occupational Health & Safety policies, programs and practices are implemented, maintained and integrated into all aspects of planning and decision-making within the operating unit.
- Ensures the competency and performance of the Internal Responsibility System within their department, as outlined in the Niagara Region's Health and Safety Policy is achieved and maintained

3. Monitors trends, issues and changing circumstances in the external environment, conducting environmental scans, assessing impacts on budget and financial performance, and ensuring long-range plans incorporate internal and external anticipated realities.

- Challenges current practices and modifies organizational/departmental structure and systems in anticipation of the changing external environment.

- Ensures operational processes, policies and protocols are established and compliance is monitored, assessing changes in legislative/regulatory requirements, identifying potential areas of vulnerability and risk, providing advice on emerging issues and developing strategies to ensure continued program and service delivery success and identifies opportunities for future direction
- 4. Develops, manages, and approves annual and multi-year Capital and Operating budgets for the business unit, ensuring support of Council’s objectives, financial transparency and accountability, budget adherence, and identifying and explaining variances and financial reporting is effectively managed in compliance with corporate financial policies.**
- Authorizes and administers the acquisition of goods and services for the operating unit in accordance with the procurement policy and procedures.
 - Approves the delegation of division and department budget ownership outside of established guidelines for managers and directors.

Required Qualifications

- Medical Degree with Fellowship with the Royal College of Physicians and Surgeons of Canada in Community Medicine or a Master’s Degree in Public Health, Epidemiology or Community Medicine from a recognized university (as mandated by the Health Protection and Promotion Act, 1983 and Ontario Regulation 164/84 under same).
- Experience in assuming overall accountability and leadership for a multi-disciplinary portfolio, preferably in a government setting.
- Current license to independently practice medicine from the College of Physicians and Surgeons of Ontario.

Additional Information

- 24/7 Responsibility
- Extensive/active after hours and weekend/night responses
- High stakes environment – need to make decisions in critical situations in the absence of complete information.
- Acts as Public Health consultant to physicians, hospitals, school boards, other organizations and the public
- May be required to support emergency operations under the incident management structure, at the direction of the Emergency Operations Centre Director.
- Regional staff strive to enable the strategic priorities of council and the organization through the completion of their work. Staff carry out their work by demonstrating the corporate values of service, honesty, choice, partnership and respect.

Feldman Daxon Partners Executive Search Contact Information:

To express interest, please forward your cover letter and resume (confidentially) to:

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