

Commissioner and Medical Officer of Health

Halton Region | Oakville, Ontario

ABOUT HALTON REGION

Halton Region serves more than 624,000 residents throughout Burlington, Halton Hills, Milton, and Oakville and is committed to delivering high-quality programs and services that make Halton a great place to live and work. Halton Region engages great people who contribute to meaningful work that makes a positive difference in the community. At Halton, you are encouraged to grow and succeed in your career and are recognized for your accomplishments and contributions. As an employee, you will be part of a progressive, service-focused, and award-winning employer with a diverse and inclusive work environment. More information is available at www.halton.ca.

ABOUT THE ROLE

Halton Region's Health Department has 674 non-union and unionized employees. The 2023 operating budget for the Health Department is \$102,000,000 and the department has five program responsibilities:

- **Healthy Families:** Responsible for optimal physical and mental health and well-being of children, youth, families and older adults.
- **Health Protection:** Responsible for enteric and vector-borne diseases, environmental health, and inspections.
- **Healthy Schools and Communities:** Responsible for vaccine management and immunization services.
- **Infectious Disease Control:** Responsible for communicable disease, outbreak and infection control and sexual health programs.
- **Paramedic Services:** Responsible for pre-hospital patient care by primary care and advanced care paramedics.

Reporting to the Chief Administrative Officer, the **Commissioner and Medical Officer of Health** provides leadership and strategic direction to the Health Department by implementing consistent programs that align with the Health Protection and Promotion Act, the Ambulance Act and other relevant legislation. The department collaborates with community partners to deliver services effectively to ensure the overall health of the community and monitors the health status of the Region, establishing benchmarks, measurable goals and objectives that reflect the needs of the community.

KEY RESPONSIBILITIES

Senior Management Team/Commissioner

- Prepares Committee and Council reports as required and attends Regional Council as required.
- Responsible for the delivery of public health and paramedics programs and championing ongoing continuous improvement of the programs.
- Contributes to the development of Corporate policies that support the well-being of staff and organization including support for equity, diversity and inclusion.

- Work collaboratively with other members of Senior Management to support Corporate initiatives and improve customer service.
- As one of six members of the Senior Management Team, advise and assist the CAO in operating the Region.

Medical Officer of Health

- Responsible for the organization and delivery of public health programs per the Health Protection and Promotion Act.
- Reports directly to the Regional Council, as the Board of Health, on issues relating to public health concerns and public health programs under the Act.
- Acts as the main spokesperson on public health issues.
- Collaborates with key stakeholders within the provincial government such as the Chief Medical Officer of Health, the Ministry of Health, other municipal jurisdictions and the community on health issues.

Strategic and Business Planning

- Translates the organization's vision and mission into clear and effective operational plans, policies and programs.
- Leads the development of long-term plans for the operations of the department including plans for promotional and communication programs, joint partnerships, service contracts and policy initiatives.
- Ensures fiscal sustainability by monitoring and adhering to budget.

Leadership and Employee Development

- Leads and inspires the Health team towards achieving the vision, mission and strategies of the department.
- Implements a strategy of continuous improvement, learning and development, accountability for results, attraction and retention of talent.
- Evaluates, coaches, develops and manages staff.
- Provides a leadership role in developing harmonious relationships with union representatives.
- Creates a work environment conducive to learning, empowerment and innovation.
- Ensures work of all employees is carried out in accordance with applicable health and safety legislation, policies and procedures.

Health Department Administration

- Monitors operations to ensure service quality and cost-effective delivery.
- Responds to health emergencies and crisis situations by identifying appropriate actions and overseeing implementation.
- Addresses internal and external emerging needs and trends through the development of policy, program and service delivery improvements.

Relationships with Internal/External Partners

- Champions partnerships with other organizations including Ontario Health, the Ontario Health Teams and hospitals in Halton Region to deliver new or improved services to the public.

- Represents the Region with external bodies such as local hospital boards in promoting health and identifying issues.
- Participates in Halton Community Safety and Well-Being Plan.
- Collaborates and builds partnerships with key stakeholders including regional and municipal politicians, municipal staff, coalitions, government and non-government agencies and the public served.

QUALIFICATIONS AND COMPETENCIES

- A candidate for this position will possess a medical degree and a license to practice medicine in Ontario. Candidates must be registered with the College of Physicians and Surgeons of Ontario and possess one of the following additional certifications:
 - A fellowship in Public Health & Preventive Medicine from the Royal College of Physicians and Surgeons of Canada
 - A certificate, diploma, or Master's degree from a university in Canada that is granted after not less than one academic year of full-time postgraduate studies or its equivalent in public health comprising of epidemiology, quantitative methods, management and administration or disease prevention and health promotion
 - Graduation from a university outside Canada that is considered by the Minister to be equivalent to the qualifications above.
- Senior leadership experience in a public health organization with several years as an Associate or Deputy Medical Officer of Health (MOH).
- Ability to lead a team with a multidisciplinary portfolio
- Understanding of epidemiology and bio-statistics, health promotion theory and practice, program planning and evaluation, public health research, communicable disease control and prevention, environmental and occupational health, and health policy analysis.
- Demonstrated knowledge of municipal and Regional government organization and structure, industry standards, issues and communities served.
- Demonstrated political acumen and ability to build business relationships, and resolve conflicts.
- Demonstrated ability in change management design, process and implementation strategies to optimize both quality and cost-effectiveness.
- Excellent communication skills and comfort being the spokesperson for Public Health issues.

HOW TO APPLY

To express interest in this exciting opportunity, email your cover letter and resume by January 15, 2024 to:
Patrick Rowan, Partner, Feldman Daxon Partners

Tel: 416-515-3302

Email: prowan@feldmandaxon.com

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