

Position Profile

Chief Medical Officer of Health

Reports To: Assistant Deputy Minister of Public Health

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About The Ministry of Primary and Preventative Health Services

Want to Be Part of Building Something Better

Within Canada, Alberta has always been a leader in health care. Recognizing the growing needs of Albertans, the health care system is currently undergoing a transformation to be able to provide a health system that works for Albertans and prioritizes their needs. The system is being unified into four dedicated provincial health agencies that oversee primary care, acute care, assisted living, and mental health and addictions. Public health is critically important to the overall health care system. Refocusing the health system provides a unique opportunity to amplify the importance of public health in communities across Alberta. The Ministry of Primary and Preventative Health Services (formerly Alberta Health) sets the policies, standards, and provides oversight, while Primary Care Alberta, one of the new provincial agencies, will be responsible for delivering core public health services at the community level. Central to this work is the Office of the Chief Medical Officer of Health (OCMOH) within the Ministry of Primary and Preventative Health Services. The OCMOH provides strategic leadership, guidance, and expertise in the field of public health, and will work with the province's medical officers of health to oversee governance and accountability for public health, ensure better integration of upstream, preventative, health services, and reduce strain on the overall health care system.

The Office of the Chief Medical Officer of Health

Given its authority and responsibility under the Public Health Act, the Office of the Chief Medical Officer of Health (OCMOH) monitors and reports on the health of Albertans, provides public health guidance and expertise to champion the conditions necessary for Albertans to lead healthy lives. It ensures Albertans benefit from strong and evidence-based public health programs and services. The OCMOH supports the following:

- Health protection- Communicable Disease Control, Infection Prevention and Control and Environmental Public Health
- Emergency and Disaster Response
- Addictions and Mental Health
- Disease and Injury Prevention
- Health Promotion and the Determinants of Health
- Population Health Assessment
- Surveillance
- Screening Programs
- Public Health Policy
- Health Risk Assessment
- Public Health Information Systems
- Multi-sectoral strategies to improve the health of Albertans

Office of the Chief Medical Officer of Health

- Approximately 60 team members, including Medical Officers of Health
- 4 public health physicians (serving as Deputy Chief Medical Officers of Health)
- Executive Director, leading policy, planning and support functions within the OCMOH
- Policy and Planning Support, includes:
 - directors, managers, and policy analyst across population
 - health and strategic policy areas.
- OCMOH Administrative Support

ABOUT THE CHIEF MEDICAL OFFICER OF HEALTH POSITION

Reporting directly to the Assistant Deputy Minister (ADM) of Public Health within the Ministry of Primary and Preventative Health Services, the Chief Medical Officer of Health (CMOH) provides strategic leadership of the public health components of Alberta's health care system and its many public health programs by providing expert advice to the Minister, elected representatives and senior officials. The CMOH monitors the health of Albertans and makes recommendations for activities and measures to protect and promote the health of the public and to prevent disease and injury.

The CMOH leads the development of public health-related policy, key standards as well as processes and surveillance strategies to ensure effective responses to all circumstances and emergencies. The CMOH, an expert in the field of public health, collaborates with internal and external stakeholders to develop public health-related policy and in promoting health public policy in general.

The CMOH provides strategic leadership of approximately 60 team members, organized in four planned public health portfolios: Communicable Disease Control, Health Promotion, Health Protection, and Regional Zone/Corridor Support. The CMOH ensures the development and maintenance of a high-performance culture aligned with the values of the Government of Alberta.

If you are invigorated by complex challenges, have a passion for public health and would like to apply creative and innovative thinking to public health services and their delivery, this is the position for you.

KEY LEADERSHIP ACCOUNTABILITIES

Accountability 1: Planning Strategically

- Contribute to building and advancing a public health research agenda for the province.
- In collaboration with the ADM of Public Health, develop a practical strategies and action plans clearly defining and describing the vision and mandate for public health, strategic directions, and operational priorities for all public health programs and services in Alberta.
- Provide advice and guidance to the Deputy Minister and Minister of Primary and Preventative Health Services as required.
- Establish and maintain systems and processes to detect emerging health issues and assist in coordinating action, in collaboration with the provincial health agencies and other stakeholders, in times of existing or anticipated health threats.
- Coordinate surveillance, population health assessments and reports of public health program planning and delivery of public health services delivery across the province.
- Participate in the Health Care System Refocus initiative to ensure public health planning and delivery is effectively integrated and aligned.
- Working closely with executives, develop and approve organization-wide policies and procedures and ensure integration with standards of best practice.
- Provide leadership for the establishment of key performance indicators to continually evaluate the quality and effectiveness of these programs.
- Provide medical expertise, direction and advice on public health areas or approaches.

Accountability 2: Financial, Human Resource and Performance Leadership

- Serve as Clinical Department Health for Public Health physicians working within the government and provincial health agencies.
- In collaboration with the Executive Director, establish tactical and operational goals for each unit, including quality, employee engagement, and service excellence goals.
- Lead the development and management of divisional budgets and finances.
- Make presentations to legislative committees and other government bodies regarding policies, programs or budget.
- Monitor public health activities to determine if responsibilities and programs are carried out in accordance with recognized standards, best practices and in line with supporting regulations and legislation and for the benefit of all Albertans.
- Lead the development of reports on priority issues related to public health.
- Report on the operational performance of service delivery using indicators, metrics, and targets aligned with system and organizational key performance indicators and measuring the effectiveness of the services and achievement of quality and service targets.
- Establish, implement and ensure compliance with all provincial and organizational policies, standards of practice guidelines, protocols, collective agreements, accreditation, and applicable professional requirements.
- Establish effective and efficient financial management practices that ensure an accurate, current understanding of drivers of expense, budgets, revenues, and expenditures and focus on long-term financial sustainability, based on strong forecasting practices.
- Support and directly supervise four Deputy Chief Medical Officers of Health (DCMOH), and an Executive Director.
- Provide supervision and program development to Public Health and Preventive Medicine Residents and other students in the field of public health and related sciences.
- Recommend financial and human resource allocation and facilitate efficient, effective, and fiscally sustainable deployment of resources.
- Develop an organizational structure based on your vision and strategic direction as well as best practice organizational design principles and lead the implementation of restructuring initiatives.
- Gather, interpret, and disseminate information on organization-wide policies, new programs, and other pertinent information to managers and staff.
- Lead the execution of a progressive workforce/talent strategy based on well-defined position requirements and desired competencies, that ensure high-quality staff are recruited and selected, succession is continuously addressed, resources are deployed to meet all operational requirements, performance is enabled and managed and workplace safety is maintained.
- Share on-call duties with the DCMOHs in the OCMOH.

Accountability 3: Stakeholder, Partner and Public Relations.

- Establish and maintain collaborative, ongoing relationships with executives and senior leaders/partners internal and external to the CMOH.
- Strengthen CMOH's relationships with stakeholders including provincial health agencies, accreditation bodies, diverse communities of interest, and the public.
- Work closely with technical experts and various levels of leadership across the continuum of care including departmental and other government partners, clinical experts within the provincial health agencies and front-line public health.
- Build linkages between educational institutions and other stakeholders to strengthen public health human resources and capacity within Alberta.
- Serve on federal / provincial / territorial committees as lead for province.
- Establish successful partnerships with educational and research partners, integrating research into strategic directions for the organization and respective portfolio areas and ensuring educational and research goals are met.
- Respond to media requests as required.
- Represent OCMOH in the community.

EDUCATION AND EXPERIENCE REQUIREMENTS

The Chief Medical Officer of Health requires strong leadership skills and the ability to develop and maintain a high-performance environment. Primary Care and Preventative Health Services relies on her/his knowledge, experience and competencies to lead in a multidisciplinary, dynamic environment with multiple and often conflicting demands.

The successful candidate will bring a medical degree and certification in Community Medicine/Public and Preventive Medicine with the Royal College of Physicians and Surgeons of Canada or equivalent training in public health, a license to practice (or eligibility for a license to practice) as a specialist in Community Medicine/ Public Health and Preventive Medicine complemented by a minimum of 10 years leadership experience related to public health.

The ideal candidate will have a comprehensive knowledge of the broad principles and practices of public health, including a deep understanding of general population health integration strategies, disease prevention and communicable disease control, healthy public policy and health impact assessment. Experience in government and knowledge of the Alberta health system are highly desirable. Knowledge of epidemiology and the ability to provide advice on health information, population health assessments and appropriate reporting methodology is considered a definite asset.

If you are a superior communicator, an innovative systems thinker, a fantastic relationship builder and manager and could earn and retain the respect of the public health community in Alberta, this position is the right one for you.

COMPETENCY REQUIREMENTS

INTEGRITY, RESILIENCE AND HUMILITY	<ul style="list-style-type: none"> Keeps the greater good of Albertans in mind at all times and advances the health interests of the public in all policies, processes and practices. Makes principle-centered decisions even when unpopular. Assumes responsibility, accountability and follows through when making commitments. Demonstrates sincerity, honesty, respect, empathy and adherence to the high ethical standards and principles of the Government of Alberta. Maintains composure and perspective in difficult or volatile situations. Able to maintain confidential information and use discretion in all interactions. Demonstrates respect for other's experience and perspectives.
VISIONARY LEADERSHIP	<ul style="list-style-type: none"> Has broad knowledge and perspectives. Shapes the strategic direction of the OCMOH, establishes a shared vision and values as well as common goals and creates the environment where the system can achieve them. Adopts a long-term view of strengths, weaknesses, opportunities and risks in a changing operational environment. Identifies systemic issues that challenge progress and develops plans to address challenges and opportunities. Clearly articulates a practical vision for the future, a credible case for change/enhancement and quickly influences and inspires others to work as part of a team toward that vision. Applies advanced change management skills that foster resiliency in the branch and supports them through policy, strategic and political transformations. Able to foster proactivity as well as responsiveness to current issues and convert conceptual ideas into pragmatic operational solutions that can be embraced within the organization. Promotes cooperation, collaboration and integration between individuals and groups both within and outside of the OCMOH ensuring everyone understands each other's roles, responsibilities and contributions. Identifies critical issues that will have an impact on the system. Provides effective advice and strategic leadership on difficult issues in stressful and/or urgent circumstances.
SUPERIOR ORAL, WRITTEN AND PRESENTATION SKILLS	<ul style="list-style-type: none"> Defines the principles and framework of effective organizational communication. Actively listens to messages being communicated by stakeholders. Articulates complex ideas in a clear, understandable way. Explains the strategies, public health service delivery model and expected outcomes so all stakeholders can understand. Creates and conducts powerful presentations to small and large groups. Develops well-constructed documents and reports. Provides sound, credible and thorough information to the Minister and Deputy Minister and ensures they are appropriately informed of issues.

	<ul style="list-style-type: none"> Effectively facilitates meetings and discussions to assist participants in reaching shared decisions and fostering positive relationships.
EXCELLENT JUDGMENT	<ul style="list-style-type: none"> Efficiently and effectively perceives and assesses situations. Understands when decisions require input and when they do not. Extremely comfortable making and taking responsibility for tough decisions. Asks the right questions to get the information needed. Able to identify and apply relevant scientific evidence. Draws sound conclusions and recommends changes in policies and practices as required. Generates options with an analysis of pros and cons as well as identified impacts. Identifies the impacts and risks associated with decisions and takes appropriate risks. Influences decisions that challenge the status quo and provoke growth and positive development in the system. Defines decision-making model(s)/principles/criteria for others. Utilizes objective, factual and valid information from a variety of sources to make informed decisions, understand the potential impacts, and keep all relevant parties informed.
POLITICAL ACUMEN	<ul style="list-style-type: none"> Analyzes situations, understands environmental and political impacts and devises strategies and tactics to help obtain organizational goals and objectives. Understands complex political situations and determines effective strategies to maximize opportunity and minimize risk. Understands and respects the role of all parties and how they might work together. Gains and effectively uses knowledge of formal and informal political, social and organizational structures and relationships to achieve positive change.
RESULTS ORIENTATION	<ul style="list-style-type: none"> Incorporates the needs of all stakeholders and patients when setting standards, strategies and organizational direction. Sets goals and priorities that maximize the use of resources available to consistently deliver results based on strategic direction and stakeholder expectations. Driven to meet a high standard of performance. Monitors progress towards a goal, anticipates problems and make adjustments when necessary.
FINANCIAL ACUMEN	<ul style="list-style-type: none"> Understands the financial model of the system and the elements that impact the model and financial performance. Implements strong budgeting, financial reporting, forecasting and monitoring processes. Implements a risk-based approach to financial management and ensures appropriate policies are in place.

ABOUT ALBERTA

Located in western Canada, the province of Alberta is bordered by the Canadian Rocky Mountains to the west and vast prairies and badlands to the east. To the north lies the Northwest Territories. The state of Montana is the nearest southern neighbour in the United States.

Alberta has an estimated population of 4,960,097 people, the majority concentrated in Calgary; Alberta's largest city and the third largest in Canada and Edmonton; the capital city of Alberta. It is the fourth largest province in Canada, covering an area of 661,848 sq km (255,541 sq mi). Although it is known as a prairie province, the landscapes vary from towering mountains, glacial lakes and vast boreal forests to rolling foothills, fertile prairies and desert badlands. Alberta has 245 rivers and more than 600 lakes. With 1,900 hours of sunshine in the north and 2,300 hours of sunshine in the south annually, Alberta is Canada's sunniest province. Alberta is famous for its:

- Sunshine
- Mountains
- Open spaces
- Fresh air

Families in Alberta typically enjoy a higher family income than other parts of Canada. In the 2016 Canadian Income Survey, Alberta families earned a median income of \$92,800 after tax. This is well above the Canadian average of \$78,400. Alberta offers many cost-of-living advantages, such as:

- Higher incomes
- Lower cost of living
- No provincial health-care premiums
- No provincial sales tax (PST)
- Tax rebates and credits

The people of Alberta come from many cultures and backgrounds. English is the primary language spoken throughout Alberta, but many other languages are spoken; including French, German, Ukrainian and Dutch. There are also at least 11 indigenous languages spoken throughout the province. Albertans work together to build a strong economy and safe communities where everyone is welcome. Alberta has:

- High standards of living
- Cultural events all over the province
- Excellent healthcare and school systems
- A diverse economy and innovative business spirit, making it an ideal place to work and live



Alberta's excellent health care system gives people access to:

- Hospitals
- Clinics
- A variety of social support services
- Qualified physicians and health care workers

Alberta also has a standard education system, with many options based on language or religion. Schooling is free from kindergarten to Grade 12. It is required from ages 6 to 16. Catholic and Francophone options are available. With 26 universities and colleges, Alberta has many post-secondary options. The Alberta government subsidizes tuition fees, and the cost varies across the province.



ABOUT EDMONTON

With a population of over 1.5 million people, Edmonton is the capital city of the province of Alberta, Canada. Sometimes called Canada's Gateway to the North, Edmonton is the farthest north of Canada's large cities and has important road, rail and air transportation links.

From its beginnings as a Hudson's Bay Company fur trading fort, Edmonton has evolved into a city with a wide range of cultural, sporting and tourist attractions, and is the host of more than two dozen festivals each year. Most of Edmonton's population works in the service and trade industries, as well as in the municipal, provincial and federal governments.



Edmonton is a hub for the oil and gas industry (hence the name of its National Hockey League team, the Oilers). It is also well regarded for its research and technology industries. It is home to Canada's largest mall, West Edmonton Mall (the world's largest mall from 1981 until 2004).

Edmonton has a humid continental climate with typically cold, dry winters and sunny summers prone to extremes and large swings at all times of the year. Summers in Edmonton are hot and sunny, with highs around 75 F (24 C) and 17 hours of daylight. Winters in Edmonton are less severe than in many other Canadian cities, with low humidity and less snow and although the winter temperature can dip to -40 C/F, the cold spells last only a few days.

Some of Edmonton's most popular attractions include:

North Saskatchewan River Valley - There's green space, and then there's the North Saskatchewan River Valley. This vast collection of scenic parks is 22 times bigger than New York City's Central Park. Over 150 kilometres of trails, pathways, golf courses, and tree-lined, manicured lawns connect 20 parks, where locals and visitors picnic, bike, run, kayak, canoe, stand-up paddleboard, take a paddle boat or Segway, and, in winter, snowshoe and ski (both cross-country and downhill).



West Edmonton Mall - This nearly 500,000-square-metre mall is the largest in North America, with 800+ stores, 100 dining venues, a massive indoor wave pool with 17 water slides and a lake, plus amusement park, zoo, and ice-skating rink.

Elk Island National Park - Just east of the city, the park is a great place to hike, snap pictures of wildlife, lay on the beach, and come sundown, watch the Northern Lights. Canada's largest fully enclosed park is a refuge for moose, elk, lynx, black bears, gray wolves, 250 species of birds, and herds of plains bison imported from Montana and rescued from extinction.

Alberta Legislature - Set atop the banks of the North Saskatchewan River, the Alberta Legislature is a marvel of marble pillars and carved oak. Discover the Legislature on a free guided tour, offered hourly. Ask about the Famous Five who fought for women's right to vote. Learn about the fascinating stories behind the portraits and magnificent art. Glance at the bejeweled gold and silver ceremonial Mace.



The Art Gallery of Alberta - A striking architectural landmark reminiscent of Bilbao's Guggenheim, downtown's Art Gallery of Alberta is one of the province's prominent cultural venues. It is the city's largest single art gallery with a collection that include over 6,000 paintings, sculptures, and installations historical and contemporary, international and Canadian works.

Fort Edmonton Park - History is fun at 1800s-era Fort Edmonton Park, where actors dressed in period costume barter for beads at the fur trading post and socialize at the train station. Learn about four time periods: the 1846 fort, 1885 community, 1905 railway boom, and 1920 commerce hay day.

University of Alberta Botanic Gardens - Be amazed by the wealth and diversity of nature at the stunning University of Alberta Botanic Gardens – a must-visit for lovers of flora, fauna and beautiful things. With 80 acres of display gardens (and 110 additional acres of natural areas and ecological preserves), there's tons to explore.

Pro Sports

Edmonton is home to many professional teams including — the Edmonton Oilers and Edmonton Elks — and some of the best fans. Edmonton is home to Canada's largest mixed-use entertainment district, part of a \$7 billion downtown revitalization effort.

Rogers Place and the Edmonton Oilers - With its stunning curvilinear architecture and an interior that'll make you think you just stepped onto the Starship Enterprise; Rogers Place is sure to make your jaw drop. Home to the Edmonton Oilers hockey team, the arena features state-of-the-art technology including the largest high-definition screen in the National Hockey League. Catch an Oilers game at Rogers Place during the regular season, which runs from October to April each year and some of the world's biggest music acts all year long.



The Edmonton Elks – The Edmonton Elks are a professional Canadian football team based in Edmonton, Alberta, competing in the West Division of the Canadian Football League. The team plays their home games at the Commonwealth Stadium and are the third-youngest franchise in the CFL.

Theatre

Western Canada's largest and most ambitious theatre, The Citadel a cornerstone of Edmonton's Art District, which offers Edmontonians their pick of plays, exhibits, concerts and symphonies, and is now capped by a new Royal Alberta Museum.

Across the river, the Northern Alberta Jubilee Auditorium is home to the Edmonton Opera and the Alberta Ballet. And the Old Strathcona district features a plethora live theatre venues.

Winter Activities

Edmontonians don't hibernate, they strive to make Old Man Winter proud with outdoor patios, city-wide snowball fights, deep freezer races, and a spectacular view of the Northern Lights. Strap on a pair of snowshoes and you're off on an exhilarating day trip through areas like Elk Island National Park or Edmonton's River valley or slip on some skates and head to one of the city's many outdoor rinks. Downhill ski or snowboard at Snow Valley Ski Club, Rabbit Hill Snow Resort or Edmonton Ski Club, or cross-country ski through one of Edmonton's beautiful parks.



Festivals

Here's a reason they call Edmonton "Canada's Festival City". Some annual favorites include Heritage Festival, a celebration of multicultural sights, sounds and tastes; Folk Fest, four free-spirited days of eclectic music and great food; and The Fringe, North America's biggest and oldest celebration of innovative theater and performance arts. Other summer festivals include The Edmonton Folk Music Festival, The Works Art& Design Festival, Edmonton International Jazz Festival amongst others.



For more information on Alberta and Edmonton please visit: <https://www.edmonton.com/why-edmonton/lifestyle>, <https://www.alberta.ca/life-in-alberta.aspx>, <https://www.thoughtco.com/edmonton-the-capital-of-alberta-509903>, <https://caen-keepexploring.canada.travel/things-to-do/top-10-attractions-edmonton>