

CancerCare Manitoba

POSITION PROFILE

POSITION TITLE: Chief Medical Officer
REPORTS TO: Chief Executive Officer
ORGANIZATION: CancerCare Manitoba
DATE: July 2022

ABOUT THE CANCERCARE MANITOBA

VISION

A world free of cancer

MISSION

To reduce and, where possible, eliminate the burden of cancer on the people of Manitoba through exemplary programs of prevention, diagnosis, treatment, rehabilitation, continuing care, research and education.

VALUES

Respect For People

Dignity, fairness, openness, equity, collaboration, co-operation, sensitivity to cultural diversity and identity, compassion, privacy, confidentiality

Integrity

Honesty, objectivity, reliability, responsibility, fidelity, transparency

Stewardship

Prudence, sensitivity to risks, opportunities and sustainability of human and material resources and the natural and built environment, accountability

Excellence

Timeliness, efficiency, effectiveness, relevance, diligence, creativity, initiative

CCMB BY THE NUMBERS

- 1000 team members
- \$200 million operating budget
- 4 locations in Winnipeg
- 1 location in Brandon

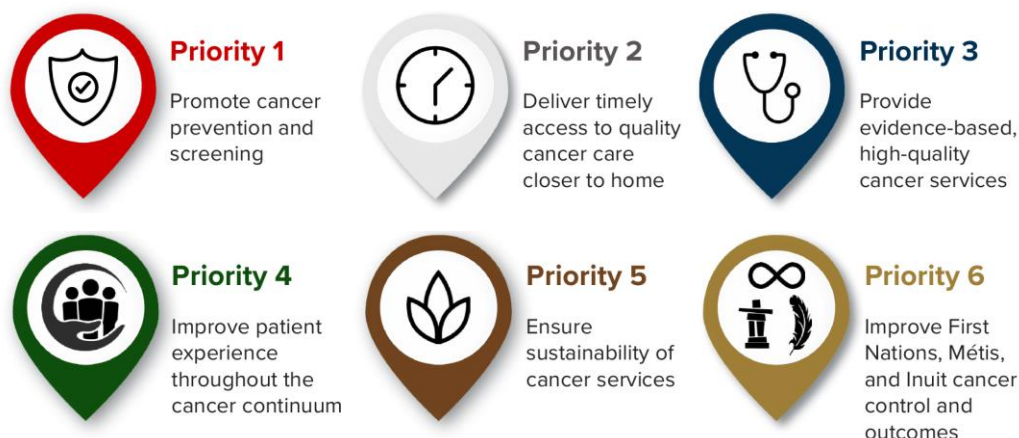
CancerCare Manitoba (CCMB) is the provincially mandated cancer authority and is responsible for setting strategic priorities and long-term planning for cancer and blood disorders. CCMB provides clinical services to both children and adults. The cancer services the organization provides to Manitobans include prevention, early detection, multidisciplinary cancer treatment, as well as supportive and end-of-life care. CCMB is also responsible for radiation protection throughout the province. In addition, the Research Institute at CCMB investigates all aspects of cancer and blood disorders, including research to improve the patient's experience while at CCMB.

CancerCare Manitoba relies on the ongoing support of Manitoba Health and a close working relationships with regional health authorities to deliver quality cancer services to Manitobans. The financial assistance provided by donations to the CancerCare Manitoba Foundation is vital to undertaking research and providing quality care to Manitobans.

The organization's multidisciplinary approach to patient care attracts experts in medical, radiation, and surgical oncology, hematology, the best and brightest scientists, passionate nursing staff, and other dedicated healthcare professionals.

CCMB has four locations in Winnipeg. The main site at 675 McDermot Avenue provides chemotherapy and radiation treatments, patient support services and houses the Research Institute. In Brandon, in partnership with Prairie Mountain Health, the Western Manitoba Cancer Centre offers residents of western Manitoba access to radiation therapy, chemotherapy, and patient support services.

Strategic Priorities: Roadmap to Cancer Control for Manitoba 2020



In addition to the priorities outlined in the Roadmap to Cancer Control for Manitoba, CCMB continues to support priorities of the provincial Health Transformation including:

- Continued collaboration with the Transformation Management Team on waves of transition;
- Digital Health Transition, Information, and Communication Technology (ICT);
- Performance Management;
- National Association of Pharmacy Regulatory Authorities (NAPRA) and inventory management;
- Quality & Patient Safety Framework;
- Provincial Diagnostic Services Consolidation: Harmonize radiologist services and establishment of standards and quality programs;
- Organizational Redesign; and
- French Language Services

ABOUT THE CHIEF MEDICAL OFFICER

Reporting directly to the Chief Executive Officer, the Chief Medical Officer (CMO) is a key member of the CCMB's executive leadership team and provides strategic leadership and operational oversight for all of the clinical oncology and hematology programs, departments, and associated clinical services provided province-wide by CCMB. The CMO closely works with the Chief of Clinical Operations and other members of the executive team to communicate key care standards and goals and to best align physician activities in support of patient services, partnerships, and ancillary services. In collaboration with department and program leaders and the executive team, the CMO has overall responsibility for planning, developing, coordinating, and evaluating clinical programs to ensure equitable and culturally-responsive, patient- and community-centered high-quality care and improved access to care and improved outcomes in cancer and blood disorders throughout Manitoba.

The CMO will provide leadership to medical directors and department heads and create and sustain a high-performance organization, based on a commitment to high-quality care, the needs of the patient, continuous improvement, and accountability.

KEY LEADERSHIP ACCOUNTABILITIES

ACCOUNTABILITY 1: STRATEGIC AND OPERATIONAL PLANNING

- In collaboration with the executive team, develop a practical, comprehensive strategic plan clearly defining and describing the vision and mandate of CCMB, its strategic directions, and operational priorities for all oncology and hematology programs and services in the province of Manitoba
- Participate in the development of the provincial clinical and preventative services plan, the provincial health human resources plan, and the provincial health capital plan through joint planning and coordination with Shared Health and the Service Delivery Organizations
- Working closely with the executive team, develop and approve organization-wide policies and procedures and ensure integration with standards of best practice
- Promote health equity and respect the diversity of communities in the planning, design, delivery, and evaluation of services
- Establish, review and update clinical standards for the delivery of health services related to the prevention, diagnosis, and treatment of cancer
- Coordinate and direct the clinical programs and services of CCMB
- Participate in and provide leadership for the establishment of key performance indicators to continually evaluate the quality and effectiveness of these programs
- Participate in provincial standards committees, as required
- Collaborate with regional and provincial partners to optimize access and improve the quality of care for patients and outcomes in cancer and complex blood disorders
- Advance and support the continued development of a research and academic culture at CCMB
- Support and encourage innovations in cancer care
- Facilitate and advocate major strategic initiatives to ensure success
- Participate in five-year reviews of clinical and other Department Heads and relatable search committees
- Support and assist in the implementation of Clinical Practice Guidelines and Transitions of Care initiatives
- Establish and maintain a Medical Quality Assurance Program to ensure that professional standards are maintained and that clinical departments/programs, wherever possible, rapidly adopt best practices
- Ensure compliance with statutory regulations relating to medical practice
- Facilitate implementation of, and ensure adherence to, the CCMB Medical Staff By-law consistent with provincial regulations
- Support and participate in the CCMB Accreditation process

ACCOUNTABILITY 2: FINANCIAL, HUMAN RESOURCE, AND PERFORMANCE LEADERSHIP

- Establish tactical and operational goals for each area of responsibility, including budgetary, quality, patient care, and safety, employee engagement, and service excellence goals
- Report on the operational performance of services 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, coordinate, and direct the activity of Disease Site Group Chairs, Medical Directors and Department Heads, and patient representatives
- Develop and integrate key medical leadership roles and responsibilities into the clinical operating structure to ensure alignment with clinical standards and best practices
- Recommend financial and human resource allocation for clinical programs and services 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

ACCOUNTABILITY 3: QUALITY OF CARE

- Collaborate with the executive team in the development of standards for professional practice, patient care, and innovative programs designed to facilitate high-quality patient care and operations
- Foster the development of a work environment conducive to the delivery of superior patient care and appropriate staff retention/recruitment
- Responsible for the performance of physicians and clinical staff for adherence to established cancer standards of care, standards of practice, policies, procedures, and protocols
- Develop and implement strategies for ensuring compliance with patient care protocols, laws, regulations, collective bargaining agreements, and the standards and requirements of the various professional organizations and regulatory agencies
- Provide leadership for and participate in the development of continuous multidisciplinary quality improvement for assigned areas, in collaboration with members of the interdisciplinary team

ACCOUNTABILITY 4: STAKEHOLDER, PARTNER, AND PUBLIC RELATIONS

- Establish and maintain collaborative, ongoing relationships with executives and senior leaders/partners internal and external to the CCMB organization
- Strengthen CCMB's relationships with stakeholders including legislators, public servants, service delivery partners, compliance and accreditation bodies, funders, vendors, diverse communities of interest, and the public
- Nurture knowledge sharing with CCMB partners and foster continuous improvement in cancer care delivery
- 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
- Collaborate with the University of Manitoba and Faculty of Medicine leaders to assess the resources required for undergraduate and postgraduate oncology and hematology medical teaching at the University
- Provide guidance, direction, and support to the Patient Relations Office
- Represent CCMB in the community

EDUCATION, EXPERIENCE AND COMPETENCY REQUIREMENTS

The Chief Medical Officer requires strong leadership skills and the ability to develop and maintain a high-performance environment and has demonstrated experience in medical program management in a multidisciplinary environment and administration within a complex health care organization. The candidate is a systems-thinker who will have broad strategic planning abilities, and the skills and vision to respond in an innovative way to the evolving issues and challenges in cancer care delivery. The ideal candidate will have the ability to motivate and engage physicians and collaborate with community partners to move CCMB forward. They will inspire teamwork and develop and achieve shared objectives in a consultative management style combined with the ability to make difficult decisions when necessary.

REQUIRED

- Post-secondary degree in medicine with post-graduate training in clinical oncology (medical, radiation, or surgical) and/or hematology
- Minimum of 10 years of clinical experience
- Must be registered or eligible for registration with the College of Physicians and Surgeons of Manitoba
- Demonstrated experience in medical program management in a multidisciplinary environment and administration within a complex health care organization
- Experience in engaging, influencing, and soliciting buy-in from a wide range of internal and external stakeholders
- Demonstrated leadership, success, and adaptability
- Excellent interpersonal and communication skills
- Demonstrated experience in building and leading high-performance, cross-functional and interdisciplinary teams and leading strategic change

PREFERRED

- Certification in Hematology, Medical Oncology, Pediatric Oncology, Radiation Oncology, or Surgical Oncology by the Royal College of Physicians and Surgeons of Canada

COMPENSATION OVERVIEW

Position	<ul style="list-style-type: none"> • Permanent Full-time
Language	<ul style="list-style-type: none"> • English
Location	<ul style="list-style-type: none"> • Winnipeg, Manitoba
Base Salary Range	<ul style="list-style-type: none"> • Maximum \$400,000 CAD
Benefits	<ul style="list-style-type: none"> • Health – 50% Employee and 50% Employer Paid • Dental – 50% Employee and 50% Employer Paid • Basic Life Insurance – Employer Paid • Optional Life Insurance – Employee Paid • Defined Benefit Pension Plan (7.9% of earnings up to YMPE; 9.5% in excess; Employer Match) • LTD - Employer Paid • EAP - Employer Paid
Vacation	<ul style="list-style-type: none"> • 4 weeks plus 5 paid discretionary days per annum

About Manitoba

Founded in 1870, Manitoba means “where the spirit lives” in the languages of the Indigenous people who first lived in the region. Commonly referred to as ‘Friendly Manitoba’, the province’s urban and rural communities are diverse and welcoming.

Manitoba is the province at the longitudinal center of Canada. One of the three prairie provinces, it is Canada's fifth-most populous province with a population estimated at 1.2 million people. Manitoba has a widely varied landscape and is home to five distinct ecozones: prairie, boreal plains, boreal shield, taiga shield, and Hudson plains.

Manitoba has a high standard of living, steady economic growth, diversified industry, and high employment. Our central location and excellent air, rail, and roads make Manitoba a gateway to the rest of Canada, North America, and the world. Manitoba’s economy has a great reputation for innovation, quality, reliability, and sustainability in the national and global marketplace.

The average summer temperature in Manitoba is +26°C (79°F); the average winter temperature is -12°C (10°F)

Manitoba is fortunate to have an abundance of freshwaters including lakes, rivers, and wetlands making it a popular spot for outdoor enthusiasts. It is home to over 100,000 lakes including Lake Winnipeg, Lake Manitoba, and Lake Winnipegosis and surface water covers approximately 16 percent of the province. Manitoba has more than 90 parks to explore, including two National Parks (Riding Mountain National Park and Wapusk National Park). Some of Manitoba’s most popular attractions include:

Churchill - Popularly known as the "Polar Bear Capital of the World," lies on the harsh, rocky coast of Hudson Bay. Tours in tundra buggies - giant large-wheeled vehicles with caged windows - allow visitors close-up encounters with the bears.

Grand Beach - Encompasses a huge stretch of soft sand beach on the shores of Lake Winnipeg. It is considered one of the nicest beaches in Canada.

Riding Mountain National Park - This scenic park is a combination of a recreation area and a nature reserve. The deep lakes in Riding Mountain such as Clear Lake, Lake Katherine, and Deep Lake are popular fishing spots and there are numerous walking and cycling trails throughout the park.

Gimli - Gimli is a small resort town, approximately an hour's drive north of Winnipeg, on the shores of Lake Winnipeg. In the summer, Gimli comes to life as visitors and cottagers flock to this area to enjoy the beaches. One of the annual highlights is the Icelandic Festival of Manitoba, known as Íslendingadagurinn, which takes place over the long weekend in August.

Whiteshell Provincial Park - About a 1.5-hour drive east of Winnipeg, Whiteshell Provincial Park is a popular summer destination. The landscape is typical of the Canadian Shield. The resort communities of Falcon Lake and West Hawk Lake to the east of the park are home to beaches and offer opportunities for boating and water sports.

Lower Fort Garry National Historic Site – Just outside Selkirk, the Fort Garry National Historic Park is the only stone fort from the fur trading era to survive intact anywhere in North America. Visitors to the fort will be able to view period furniture and household items and visit with costumed employees who act out the roles of the fort’s inhabitants.



Narcisse Snake Dens – In late April/early May, tens of thousands of garter snakes emerge from their winter dens. Visitors can watch the snakes from observation.

Pinawa Dam Provincial Park – Set in a picturesque area of the Canadian Shield, the ruins of the 1906 dam is the central feature of this park.

Hecla Island - Part of Hecla-Grindstone Provincial Park, Hecla Island is a popular getaway. There are hiking trails, an 18-hole golf course, a spa, and a resort.

Canadian Fossil Discovery Centre – Located in Morden Manitoba, this museum contains Canada's largest collection of marine reptile fossils.

Mennonite Heritage Village - Located in Steinbach, the Mennonite Heritage Village recreates Mennonite life from the 16th century to the present day and features changing themes.

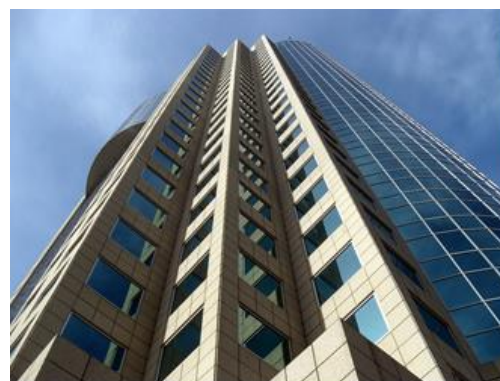


About Winnipeg

Winnipeg is the vibrant capital city of Manitoba and lies at the geographic heart of North America. "The Peg" is located in the fertile Red River Valley at the junction of the Red and Assiniboine Rivers. One of the most economically and culturally diverse cities in Canada, Winnipeg is well known for its cultural achievement, flourishing arts scene, and welcoming spirit.

A "City of Sunshine" we have the highest average number of sunlight hours in Canada with an average summer temperature of 25.4°C and an average winter temperature of -12.9°C.

Well known as a transportation hub and the "Gateway to the West", key industries in Winnipeg include aerospace, agribusiness, finance and insurance, health and biotechnology, information and communications, electric power and apparel, and furniture manufacturing. Major employers include Investors Group, MTS Allstream, Canada Life, Palliser Furniture, Motor Coach Industries, New Flyer, Boeing, Standard Aero, Pollard Banknote, and Bristol Aerospace.



Our city is in the midst of expansive growth and development that is cementing our reputation as a community with growth opportunities in every industry and sector. Here we highlight but a few of these initiatives:

CentrePort – The development of an inland port which will be a hub of transportation activity that brings together road, rail, and air cargo to a central location for re-distribution with the intent of facilitating international trade and distribution and creating value-added services as goods move through the supply chain. Winnipeg's proximity to the geographic center of North America and 20,000 acres of land around the airport will be capitalized on to expand Winnipeg's position as one of North America's most important trading centres.

Assiniboine Park & Zoo Expansion – Winnipeg's premier green space is already visited by millions of people annually and already boasts the Leo Mol Sculpture Garden, the Assiniboine Park Zoo, a Conservatory, and the Lyric Theater at which free concerts play throughout the summer season. With the establishment of the Assiniboine Park Conservancy, a private not-for-profit corporation dedicated to improving its infrastructure and services, the park and zoo are quickly expanding upon their world-class floral, zoological, artistic, and activity-based attractions to deliver internationally renowned entertainment and recreation options. The Journey to Churchill exhibit and the planned Diversity Gardens will attract visitors from around the world.



The Canadian Museum for Human Rights – located in the heart of downtown Winnipeg, the Canadian Museum for Human Rights, Canada's first federal museum located outside Ottawa, is housed in an iconic building and will be a national and international destination and a centre of learning where Canadians and people from around the world can engage in discussion and commit to taking action against hate and oppression. Opened in 2014, it enhances the public understanding of human rights, promotes respect for others, and further cements Canada's reputation for championing human rights issues from right here in Winnipeg.

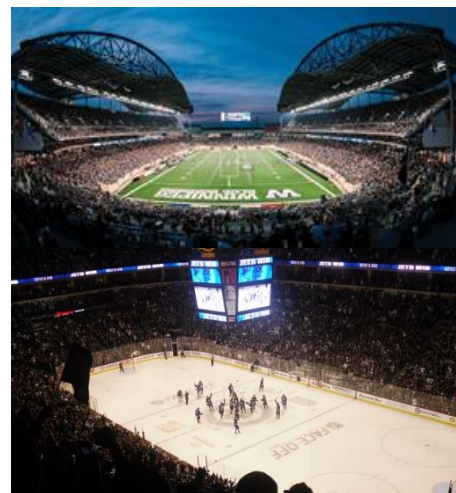
SHED – CentreVenture Development Corporation's proposed Sport, Hospitality and Entertainment District (SHED) development plan for downtown Winnipeg includes an outdoor public square, two new mixed commercial developments, and additional parking facilities in addition to plans for expanded retail development and expansion of Winnipeg's sheltered skywalk system.

True North Square - An iconic mixed-use development in the heart of Winnipeg's burgeoning downtown. True North Square is more than a collection of buildings – it is a living entity ready to accommodate a dynamic Winnipeg community, drawing in and capitalizing on the synergies between working, living, socializing, and gathering all in one central location. When complete, True North Square will feature four towers spanning over one million square feet of Class A office, residential, retail, hotel, and public space.

IG Field – Home of the Winnipeg Blue Bombers and the Manitoba Bisons, IG Field is a world-class athletic and recreation venue constructed near the University of Manitoba. The facility includes a new stadium with over 33,000 seats and 40 private suites with additional hospitality areas and a new fitness centre.

Winnipeg Jets – Adding to the excitement of two professional sports teams, the Winnipeg Blue Bombers, and the Winnipeg Goldeyes, True North Sports and Entertainment brought us back our beloved Winnipeg Jets in the 2011/12 season.

James Richardson International Airport – The \$585 million transformation of Winnipeg's airport including the construction of a new terminal, access road, parkade, and an additional hotel means Winnipeg's ever-increasing passenger and cargo traffic levels will continue to be managed safely and efficiently. With expanded retail services reflective of Winnipeg, the ability to accommodate more and larger international flights, the opening of a new bus terminal, and the relocation of the Canada Post plant nearby, Winnipeg's airport is literally positioned to become one of the busiest in Canada.



With over 935 parks, 24 golf courses, 50 indoor arenas, and curling rinks, 40 galleries, 50 theatres and performance venues, and 20 libraries we believe in community, recreation, and fun. Some of the top attractions in Winnipeg include:

The Assiniboine Riverwalk - a lighted pathway that lies on the north shore of the Assiniboine River from The Forks to the Legislative Grounds.

The Manitoba Centennial Centre - home to Canada's Royal Winnipeg Ballet, the Winnipeg Opera Company, and the Winnipeg Symphony Orchestra, located in downtown Winnipeg includes the Concert Hall and Planetarium and the Manitoba Museum.

Rainbow Stage - located at Kildonan Park offers fun, superb, award-winning performances of popular Broadway hits in a covered outdoor setting.

The Manitoba Theatre Centre – Canada's first English-speaking regional theater and a model for regional theatres throughout North America; presents over 250 performances annually for more than 150,000 theatre lovers.

Fort Whyte Centre for Environmental Education - is a wild oasis offering forests; self-guided trails, an interpretive centre, and a freshwater aquarium.



We enjoy numerous unique festivals in our community including the Red River Exhibition with Manitoba's largest midway and a wide variety of family entertainment. Folklorama is the largest running multicultural event in the world of its kind, held throughout the city for two consecutive weeks during the summer months. The Winnipeg Fringe Theatre Festival is the second-largest fringe festival in North America. The annual Winnipeg Folk Festival is internationally renowned, 40 years old, and running strong. The Festival du Voyageur is one of North America's longest-running winter festivals. These along with numerous others including the Winnipeg International Children's Festival, and the Winnipeg Jazz Festival, which hosts some of the finest Jazz musicians from around the world and

converges at the Winnipeg Art Gallery (Canada's oldest public Art Gallery,) help ensure that our unique contemporary culture grows and thrives.

There is no shortage of entertainment options and we have a sophisticated and open cultural scene. Canada's crossroads are easy to get to by land, rail, or air; but difficult to leave.

For more information on Winnipeg please visit <https://www.travelmanitoba.com>, www.winnipeg.ca, www.economicdevelopmentwinnipeg.com, www.winnipeginlandport.ca, and www.centreventure.com.