The Wellness Lead Clinician will lead and implement strategies developed by the Postgraduate Wellness Advisory Panel with a focus on governance, policy and procedure development, identification and advice on wellness/resilience resources and support pathways for residents, and curriculum oversight. Curriculum oversight includes the development, planning, implementation and evaluation of wellness/resilience academic programming (e.g. Academic presentations/workshops)

REPORTING AND COLLABORATION:

The Wellness Lead Clinician reports to the Associate Dean Postgraduate Education for curriculum, policy, strategy, and financial matters, and works closely with the Assistant Dean Learner Affairs (ADLA) for integration with UME Learner Affairs and other learner support groups. In addition, the Wellness Lead works closely with PGE administrative and faculty leadership and in collaboration with the ADLA provides guidance to the programs with respect to individual resident health issues and accommodation needs.

SUMMARY OF FUNCTIONS:

The Wellness Lead Clinician is responsible for developing a wellness/resilience program that is specifically designed for residents. The Wellness Lead Clinician represents the health and wellness interests of all residents within all PGE programs and provides education, consultation and support to clinical faculty for matters associated with wellness and accommodation in clinical training settings including academic health centres and community sites. The Wellness Lead Clinician will work closely with the IMG Coordinator to ensure the specific needs of this group of residents is represented within wellness services and programming.

KEY RESPONSIBILITIES:

A. Leadership and Administrative Responsibilities

1. In collaboration with the ADPGE, and the ADLA, develop the Terms of Reference for the Postgraduate Wellness Advisory Panel for NOSM. Chair and oversee the work of this committee.

2. Participate as a member of the Post Graduate Education Committee (PGEC) and attend the quarterly meetings.
3. Provide periodic reports on wellness programming, education and training provided.

4. Attend specific Residency Program Committee meetings at least once a year and by invitation to ensure the wellness programming is appropriately directed for residents.

5. Represent NOSM on national PGE committees related to postgraduate resident wellness.

B. Policy and Procedure Development

6. Develop a privacy policy and a confidentiality policy that aligns with the broader policies of NOSM, Academic Health Sciences Centres (AHSC’s), and the host Universities and address the complexity of physician health (e.g., mandatory reporting, duty-to-warn, Bill C-168).

7. Develop and/or review other policies (e.g. housing, transportation, post-call relief, intimidation and harassment, conflict prevention and management, and resident recruitment and orientation). In addition, provide council and support to residency programs regarding specific safety and wellness related policies.

C. Wellness Program Development and Academic Integration

8. Design implement and evaluate a wellness/resiliency curriculum in line with CanMEDS 2015 for NOSM residents and faculty supervisors.

9. Work with Program Directors to implement discipline-specific wellness programs e.g. mentoring.

10. Work with UME, PGE and Faculty Affairs to develop programs on transitions (UME to PGE, PGE to practice).

11. Implement and evaluate skill development programs (e.g., ASSIST – suicide prevention training, mindfulness meditation training).

12. Host events designed to increase program visibility and access (e.g. annual Wellness Day with grand rounds, workshops, awards, activities) and participate in well-established existing events (e.g., Northern Constellations, Resident Retreats).

D. Resident and Faculty Support

13. Provide advice to Program Directors and Ombudspersons related to residents in distress or who need services.

14. Act as a confidential resource to residents undergoing remediation.

15. Liaise with the Education Advisory Board as needed related to remediation cases,

16. Provide education and consultative support to faculty for matters associated with resident wellness and accommodation in clinical training settings including academic health centres and community sites.

17. Collaborate with the Residency Program Directors, Residency Program Committees and PGE to share resources and support for residents on all matters related to wellness.

18. Liaise with community resources, other NOSM units (housing, community engagement) individuals and wellness organizations that contribute to residents’ wellness.

E. Other such duties may be assigned.
QUALIFICATIONS:

- Must hold a license to practice in Ontario
- Must hold certification with the College of Family Physicians or the Royal College of physicians and Surgeons of Canada (or equivalent as determined by the ADPG) and hold or be eligible for a faculty appointment with NOSM.
- Experience working on wellness and community health with organizations, individuals, and/or learners including International Graduates an asset.
- Preferably three (3) years recent northern practice experience

KEY COMPETENCIES:

- Experience in clinical practice and the academic sector, and knowledge of and/or interest in physician wellness issues in community settings,
- Knowledge of health and wellness supports that are in place within the school and the communities of northern Ontario,
- Lead and motivate a diverse network of physician wellness champions across NOSM’s Faculty,
- Established reputation for discretion and confidentiality,
- Skills in assessment and counselling for mental health and addictions’ issues an asset,
- Familiarity with relevant occupational health issues,
- Familiarity with relevant wellness policies of the Provincial Association of Residents of Ontario (PARO), College of Physicians and Surgeons of Ontario, the Royal College of Physicians and Surgeons of Canada, and the College of Family Practitioners of Canada
- Resident advocacy skills and interest and/or interest in human rights legislation an asset.
- Be self-motivated and self-directed, and possess excellent interpersonal, facilitation, communication, leadership and problem-solving skills.

Interested candidates are invited to submit a resume and cover letter along with the competition number #2016-1041-KG to:

Northern Ontario School of Medicine
Attention: Human Resources
935 Ramsey Lake Road, Sudbury, Ontario P3E 2C6
Email: hr@nosm.ca
Fax: (705) 671-3880

The Northern Ontario School of Medicine offers accommodation for applicants with disabilities throughout its recruitment processes. If you require accommodation during the recruitment process, or require an accessible version this posting, please contact Human Resources via email at hr@nosm.ca.

The Northern Ontario School of Medicine invites applications from all qualified individuals. NOSM is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity.

While all responses are appreciated and will be handled with the strictest confidence, only those being considered for interviews will be acknowledged.