



## Job Posting

### Physician

**About FHC:** Flemingdon Health Centre (FHC) is an engaged and involved member of some of Toronto's most dynamic neighbourhoods; Flemingdon Park, Fairview and Thorncliffe Park. FHC is a registered charity and an incorporated not-for-profit Community Health Centre (CHC), with a vision of Strong Health Communities. Across our three sites, we provide a range of health-related services based on the social determinants of health with extensive community engagement. We are primarily funded through the Ministry of Health and Long-Term Care/Ontario Health (formerly: Toronto Central Local Health Integration Network TC-LHIN).

At FHC, we know that health is about much more than just the absence of disease. Our approach to community health encompasses the social determinants of health which includes: education, employment, isolation, food security and social supports, and utilizes a community development model to promote health, prevent disease, and strengthen community capacity. We value health equity, inclusion, community engagement, accountability & transparency, excellence and collaboration & partnerships.

**About the Role:** FHC physicians work as part of a community-based interdisciplinary primary health care team to deliver high-quality primary health care services for optimal individual and community health outcomes. The physician role contributes to clients' health and well-being through skills and activities associated with assessment, prevention, education, rehabilitation and/or therapeutic support services consistent with the standards of care outlined by the College of Physicians and Surgeons of Ontario. We are seeking a physician who is committed to client-centered care, and passionate about working collaboratively to address the social determinants of health, to reduce barriers and improve access to comprehensive health care for clients, targeted community groups and priority populations as identified by the health centre.

**Employment terms:** Regular, 0.85 FTE - 1.0 FTE, 1 evening/week, rotating Saturday clinic 9-2pm, and rotating on-call duties as part of the role.

**Salary:** \$247,322.8 (0.85 FTE) - \$290,968 (1.0 FTE) per year, along with extended health benefits and HOOPP pension plan

**Expected Start Date:** March 01, 2024

**Location:** Flemingdon site (May occasionally rotate across other sites i.e., Fairview & Thorncliffe Park)

**Reporting to:** Director, Community Health

#### Responsibilities include:

##### Direct Client Care

- Ensures that standards of client care are maintained according to accepted College of Physicians and Surgeons of Ontario standards and policies of FHC and the Regulated Health

#### Professions Act

- Diagnoses and treats acute and/ or chronic conditions, incorporating health teachings as appropriate
- Utilizes a health promotion approach, addressing determinants of health
- Provides 1 evening clinic/week
- Provides Saturday clinic and after-hours medical care for FHC clients in rotation with other MDs and communicates information from on-call cases to appropriate staff
- Makes internal referrals to other FHC staff as appropriate
- Refers to therapeutic counseling or short-term crisis management when required
- Participates in case conferences with other providers to ensure coordination of services to the client
- Performs telephone consultation when necessary, which may include assessment and advice
- Performs necessary back-up clinical functions for other clinical staff in their absence

#### Health Promotion and Education

- Collaborates with one's service team and other teams across the organization to identify and provide health education to target groups
- Participates in community projects or agency activities as a representative of the Health Centre as needed
- Assists in the development of community outreach programs based on the needs of individuals and the community
- Participates in the development of, and gives support to policies and strategies that are in the interest of public health and recognizes the determinants of health
- Incorporates health care advances into practice and bases this practice on the changing demographics and evolving needs of the community

#### Organizational Responsibilities

- Teach medical students and residents through the Department of Family and Community Medicine, UofT
- Maintains complete and accurate records sufficient for timely communication with other professionals
- Ensures timely completion of statistical and EHR information, maintaining EHR and relevant computer competency
- Participates in all relevant FHC programs, activities, committees, meetings, professional associations, and workshops as needed
- Participates in the development of clinical policies and procedures as required
- Participates in planning and evaluation of clinical programs and activities and FHC program reviews as required
- Performs clinical management tasks such as infection control, sterilization procedures and maintenance of clinical equipment and supplies
- Ensures client safety
- Works from a quality improvement perspective

- Performs other related duties as assigned

#### Qualifications, Skills, and Proficiencies:

- Experience in primary health care and proficiency in conducting the duties of a primary health care physician. Experience in Community Health Center an asset
- Experience and/or interest teaching medical students and residents through the Department of Family and Community Medicine, UofT
- Ability to provide obstetrical care (intrapartum and prenatal) is an asset
- Proficiency in the use of EMR (preferably PSS), computer technology and various software applications
- Demonstrated commitment to and knowledge of community-based health care, health promotion, harm reduction and community development
- Ability to deal effectively with people experiencing crisis, mental health challenges and/or diverse cultural interpretations of health
- Excellent communication (oral and written), diplomatic and interpersonal skills
- Ability to work independently and in a multi-disciplinary team environment
- Non-judgmental/non-confrontational attitude
- Ability to speak a second language an asset
- Doctor of Medicine degree
- Current registration with College of Physicians and Surgeons of Ontario (CPSO) and a member in good standing
- Membership and Certification in Canadian College of Family Physicians (CCFP)
- License to practice medicine in the Province of Ontario (therefore must be a member of Ontario Medical Association)
- Current liability insurance through Canadian Medical Protective Association (CMPA)
- Maintains up-to-date credentials to supervise Resident Doctors and Medical Students through the department of Family and Community Medicine of UofT and Michael Garron Hospital.
- One (1) year experience post-medical license is an asset
- Vaccines (COVID-19 and others) are a requirement of the job pursuant to the Ontario Human Rights Code.

**Application Deadline:** Posting until filled

**Application Process:** Qualified applicants are invited to submit their application online via this link:

<https://www.jobillico.com/en/job-offer/flemingdon-health-centre/physician/13003998>

Please include a cover letter and resume in a single file with your name in the file name.

*In our Recruitment, FHC is committed to salary range disclosure in all of our job postings. We value and consider candidates' lived experiences as well as commitment and alignment with our organizational values. We encourage applications from individuals who can identify with the diverse communities we serve.*

*We thank all applicants for their interest but regret that only those selected for an interview will receive an acknowledgement. Please note that a criminal background check (Vulnerable sector) will be conducted for this position.*

*In accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005, accommodation will be provided in all parts of the hiring process. Applicants need to make their needs known in advance.*