fhc FLEMINGDON HEALTH CENTRE

www.fhc-chc.com
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Physician

Job Title:	Physician
Employment terms:	Regular part-Time, (0.4 FTE to 0.6 FTE), 14-21 hours/week, occasional evening and weekend hours may be required
Salary range:	$182.40 per hour (along with HOOPP pension plan and benefits, depending on eligibility)
Expected start date:	ASAP
Number of positions:	1
Reporting to:	Medical Director or designate
Locations:	Health Access Victoria Village, 44 Mobile Dr, North York ON M4A 2P2
Application deadline:	Open until filled
Vacancy Status:	New Position
Unionized Position:	Non-union
Application Process:	Qualified applicants are invited to submit their application online using the link below: www.jobillico.com/en/job-offer/flemingdon-health-centre/physician-0.4-0.6-fte/17700282
Please include a cover letter and resume in a single file.	

About this posting

This is an opportunity to help launch a new, community-connected model of primary care from the ground up. As part of a broader effort to expand equitable access to team-based primary care, the clinic will connect residents to comprehensive health services and support Ontario's goals for primary care attachment. The successful candidate will join a growing interdisciplinary team and contribute to a clinic designed to improve access, support primary care attachment, and make a meaningful impact for residents, especially newcomers and others who have traditionally faced barriers to navigating the health system.

About the Population Health Clinic

The Population Health Clinic is a neighborhood-based, interdisciplinary primary care model that brings health and community services together in one accessible location. Developed through a partnership of Community Health Centres, including Flemingdon Health Centre, Access Alliance, and South Riverdale Community Health Centre, the clinic is co-located within New Circles, a registered charity that provides free clothing, settlement support, employment training, and community connections to individuals and families facing barriers. This is designed to create a low-barrier pathway into the health system and build on trusted relationships already established within the community.

Through a collaborative team of physicians, nurse practitioners, registered nurses, allied health professionals, and administrative staff, the clinic will provide integrated, person-centred care that improves access to primary care, advances health equity, and supports better health outcomes for the communities it serves. This is an opportunity to be part of an innovative model of community-connected care that is helping shape the future of primary health care in East Toronto.

Position Summary:

The Physician will provide clinical and systems leadership for the Population Health Clinic while also delivering comprehensive primary care as part of its interdisciplinary team. The Physician will assess, diagnose, treat, and manage acute, episodic, and chronic medical conditions; provide preventive care and

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health promotion; support patient attachment and continuity; and coordinate care with internal and external providers.

The Physician will help translate the clinic's population health vision into an effective, equitable, and sustainable model of care. Working with FHC leaders, participating Community Health Centres, New Circles, community partners, patients, and residents, the Physician will guide service and pathway design, support implementation, strengthen clinical integration, and use data and lived experience to improve access and outcomes. In this partnership-based clinic model, the Physician will also support staff performance management, recognizing that some roles (ie. Nurse Practitioners, Registered Nurses, Social Workers, System Navigators, Medical Secretaries, health promoters, operational leaders, partner organizations, and community services) may be employed by different participating organizations.

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
- Makes internal referrals to other FHC staff and community partners 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 virtual consultation, when necessary, which may include assessment and advice
- Performs necessary back-up clinical functions for other clinical staff in their absence
- Incorporates health care advances into practice and bases this practice on the changing demographics and evolving needs of the community
- Performs home visits for homebound clients as necessary

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

Organizational Responsibilities

- Provides at least 1 evening clinic/week as a regular employee
- Provides Saturday clinic and after-hours medical care for FHC clients as regular employees in rotation with other MDs and communicates information from on-call cases to appropriate staff
- Teach medical students and residents through the Department of Family and Community Medicine,

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- 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
- Contributes to the team's use of research methodologies and findings in clinical practice, and to planning, monitoring and evaluation
- Ensures client safety
- Performs clinical management tasks in alignment with Infection Prevention and Control (IPAC) procedures

Other Requirements

- Maintains current and appropriate college membership as regulated under the Regulated Health Professions Act, 1991
- Maintains malpractice insurance with the Canadian Medical Protective Association
- Maintains continuing medical education (CME) credentials as expected by CPSO and all other required memberships in order to practice
- Maintains up-to-date credentials to supervise Resident Doctors and Medical Students through the department of Family and Community Medicine of U of T and Michael Garron Hospital.
- All other duties as required

Skills and Qualifications:

- Doctor of Medicine degree from a recognized university.
- Current registration and in good standing with the College of Physicians and Surgeons of Ontario (CPSO)
- Membership and Certification from the College of Family Physicians of Canada (CFPC)
- Member of the Canadian Medical Protective Association (CMPA)
- Experience in primary health care and proficiency in conducting the duties of a primary health care physician
- Commitment to and knowledge of community-based health care, health promotion, harm reduction, social prescribing and community development
- Ability to deal effectively with people experiencing crisis, mental health challenges and/or diverse cultural interpretations of health
- Proficiency in the use of Electronic Medical Record computer technology and various software applications
- Experience teaching through the Department of Family and Community Medicine, UofT considered an asset
- Strong verbal and written communication skills
- Excellent interpersonal skills

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- Demonstrated respect for diversity, equity, anti-racism and accessibility with the ability to work collaboratively and positively with others
- Ability to work well with other staff to ensure an effective and efficient working environment
- Ability to work effectively in a multi-disciplinary environment
- Fluency in a language relevant to community, in addition to English, considered an asset
- Police clearance documentation will be required for employment

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. Please note that FHC does not use Artificial Intelligence in their recruitment process. If you believe any job posting is fraudulent, please call our office: Flemingdon Health Centre at 10 Gateway Boulevard in Toronto.