

York University

Job Posting — Confidential, Professional & Managerial Employees (CPM)

Job Title: Director, Integrated
Community Based Learning Network
Faculty / Dept.: President's Office

Salary Grade: H
Job Code: 956538

Job Overview

The Director, Integrated Community Based Learning Network (ICLN) is the first role of its kind for a new medical school focused on transformative community-based medical education. As an ambassador for York University's School of Medicine (SoM), this leadership role brings together a network of forward-thinking healthcare delivery partners to develop a decentralized community-based medical education model.

The role is responsible for capacity building, ensuring the SoM have the requisite skills and resources to implement the strategic goals of the ICLN. The role builds and maintains critical relationships including partner hospitals, health care organizations, and members of the provider community to meet the SoM's objectives. The role provides results-oriented leadership by developing and regularly evaluating key operational and financial targets for the ICLN project.

Reporting to the Executive Director, Operations and Resource Planning, with ultimate direction from the Dean of Record, the role is responsible for planning and operationalizing a collaborative governance framework with a shared commitment to the mission, vision and importance of the SoM and to advance medical education and health care transformation in collaboration with the Faculty Lead, ICLN.

The role demonstrates commitment to promoting decolonization, diversity, equity, and inclusion in medical education and fostering a culture of excellence, professionalism, and lifelong learning.

Key Responsibilities

- Leads the development and implementation of an innovative and unique community-based governance model with health care and community partners, acting as an ambassador for York University's School of Medicine.
- Leads and establishes the Integrated Community Based Learning Network (ICLN) long-term strategic vision, objectives, governance and related policies and procedures in alignment with the strategic vision of the SoM. Integrates insights from diverse partners and regulatory frameworks to design strategies that align partner objectives with the School of Medicine's mission.
- Leads the alignment of the strategic plans for SoM and related ICLN partners. Establishes a shared long-term strategic planning process to achieve organizational targets and financial objectives through effective primary care, specialty, hospital and ancillary provider contracting and contract management.

- Acts as a senior advocate for the School of Medicine's strategic goals, providing leadership and direction on high-risk initiatives, affiliations and partnerships within the University and the broader community.
- Negotiates and develops hospital affiliation agreements and other materials required by the Committee on Accreditation of Canadian Medical Schools (CACMS), through collaboration with the Faculty Lead, Curriculum and Faculty Undergraduate Accreditation Lead (FUAL).
- Leads the development and implementation, in partnership with the Faculty Lead, Curriculum and FUAL, of the infrastructure needs required by CACMS at the various health care organizations.
- Ensures that the ICLN partner representatives have the appropriate skills, expertise and authority to meet the ongoing vision, mandate and quality assurance requirements of the ICLN and identifies a strategy for capacity building where needed.
- Defines and evolves ICLN operational workstream scopes and team composition as needed. Leads and directs the logistics of associated change processes.
- Builds and develops strong relationships with the provider community to ensure that contractual relationships lead to meaningful and effective partnerships that balance the best interests of the organization's members, providers and the healthcare community.
- Negotiates and creates physician and/or provider contracts for clinical work to maintain and enhance provider networks while meeting and exceeding accessibility, quality and financial goals.
- Tracks and evaluates ICLN education across Ontario and Canada, including quality, experience, and total cost of educational delivery. Understands and applies relationship to care provided and relevant patient and community outcomes.
- Serves as a key contributor to the design, development and implementation of Value Based Programs that incent and reward healthcare processes and outcomes and meets enhanced patient experience, improved population health, improved provider experience, improved value, and advanced health equity.
- Provides leadership and analysis of ICLN costs, coverage, growth, and outcomes to identify opportunities for network expansion or change, offering strategic advice to senior leadership to achieve shared goals.
- Oversees resource planning and allocation to ensure alignment with strategic initiatives, conducting operational reviews, implementing quality improvement mechanisms, and driving process redesign and data-driven performance evaluations to enhance efficiency.
- Collaborates on and coordinates activities between the ICLN, School of Medicine and other critical central divisions at York University.
- Oversees network partner onboarding, education, and professional development activities in collaboration with the School of Medicine, ensuring timely and cost-effective implementation, while leading and fostering continuous improvement in partner relationships and the delivery of education and care to learners and patients.
- Identifies the direct and indirect impact of non-compliance with applicable regulatory and internal requirements. Ensures compliance with applicable regulatory and

internal requirements, including network reports for the department and other internal or external clients, regulators, and accrediting bodies.

- Guides the development and distribution of ICLN education information such as the ICLN Member Manual, bulletins and newsletters. Supervises continuing education of contracted providers related to quality improvement and outreach initiatives.
- Provides direct leadership and oversight for staff within the ICLN office. Defines and aligns team roles with the long-term strategic objectives of the ICLN and the School of Medicine, ensuring operational excellence and resource optimization.
- Leads the recruitment, onboarding, and professional development of staff. Serves as the senior management representative in complex employee relations matters for the ICLN team, including grievances, arbitrations, and broader labour relations issues.

Required Qualifications

Education, Training & Credentials

- Bachelor's degree in a relevant discipline.
- Master's degree in a relevant discipline, such as health sciences, health care, health administration, social services, or business.

Experience

- 7 years related experience.
- 5 years management experience.
- Experience in the health care sector at a senior strategic level, with community care delivery including primary care and home care.
- Experience working at a strategic level and building consensus in the health care sector.
- Experience in learning health systems and human centred design approaches.
- Experience in leading significant transformation initiatives and managing teams through significant change.
- Experience building new teams, units, or organizations.
- Experience with managing high-impact, complex projects with multiple partners in public, private, and/or non-profit sectors.
- Experience in fostering and establishing transformative partnerships that lead to innovative outcomes.
- Experience with establishing new partnerships, including the development and negotiation of partnership agreements, design and implementation of new infrastructure, and integration.

Knowledge

- Understanding of population health and health equity, particularly related to policy development, program implementation, and integration within Indigenous, Black, Disabled and Diverse communities.
- Understanding of strategies to improve patient/resident/client and provider experiences and outcomes, as well as overall health systems performance and population health outcomes.
- Knowledge of financial planning, complex budget management, and resource allocation, including aligning financial strategies with long-term organizational goals and partnership objectives.
- Knowledge and understanding of evolving communication channels, including emerging new media. Knowledge of editorial and journalistic principles, with knowledge of strategic content development for diverse audiences.

Skills

- Ability to facilitate cooperation and consensus building with a wide range of internal and external parties, while balancing competing strategic interests and priorities.
- Highly organized and detail oriented, with effective interpersonal, decision-making, and organizational skills to deliver on priorities.
- Advanced organizational, planning, analytical and critical thinking skills. Adept at change management.
- Ability to effectively lead, coach and develop team members while fostering a collaborative and innovative culture.
- Ability to foster teamwork and work effectively in a cross-functional team environment.
- Effective coaching, negotiation, conflict resolution and facilitation skills.
- Ability to take initiative and drive transformative, system-wide initiatives.
- Effective analytical ability with advanced research skills.
- Able to effectively synthesize information, build and deliver persuasive, data-driven presentations, recommendations and plans tailored to varied audiences. effectively, .
- Effective presenter and inspiring speaker with the ability to tell a story based on data and hypothesis.
- Ability to solve practical problems and deal with moving variables in situations with limited standardization and alignment.
- Effective political acumen and an ability to navigate complex and political decision-making.
- Ability to manage and foster relationships across sectors.
- Effective communication skills
- Effective skills in MS Office Suite applications (Word, Excel, PowerPoint)

Summary of Work Environment

- Normal office work environment.