



## **Chief, Department of Child & Adolescent Psychiatry**

### **Applications are invited for the position of Chief, Child & Adolescent Psychiatry**

**Hamilton Health Sciences (HHS), is seeking an outstanding individual with proven administrative and clinical experience, strong leadership skills, ability to build strong relationships across HHS, with system partners and lead transformations in care delivery.**

The Chief champions the progressive development of an inter-professional approach to patient and family-centred care, and is a strong team player, valuing the diversity of perspectives and formative experiences. The Chief creates an environment that promotes the commitment to continuous improvement of patient care, patient experience, patient safety and patient outcomes. The Chief will have a heightened focus on building quality, including strengthening resiliency to empower and support staff well-being and fostering improvement opportunities that address the optimal utilization of human resource and services. The Chief will value and invest in strong and comprehensive working relationships with their fellow medical leaders and administrative leaders which will enable a shared commitment to enhanced patient centred communication and shared care.

Through partnerships internal and external to the Hospital, the Chief works to support and enhance education, teaching and research throughout the organization. The Chief will work closely with the Head of the Academic Division for Child Psychiatry within the Department of Psychiatry and Behavioural Neurosciences to promote a clinical/academic collaboration.

The role is 1.5 days per week (0.3 FTE equivalent).

### ***About HHS***

At Hamilton Health Sciences, you are joining an organization whose sole purpose is to help ensure the health of the communities we serve. The nearly 18,000 staff, physicians, researchers and volunteers at HHS share a single-minded focus on providing the “**Best Care For All**”.

We are one of the very few hospitals in Ontario that offers expertise ranging from pre-natal care to palliative care. HHS teams also collaborate to bring world-leading care in many areas, including cardiac and stroke programs, cancer care, burn care and pediatrics. As the largest employer in the Greater

Hamilton region, we play a vital role in training the next generation of health professionals in collaboration with our academic partners, including McMaster University and Mohawk College.

Working at HHS, you join a world-renowned team of health professionals and researchers working together to make significant advancements in medical care. Hamilton Health Sciences presents outstanding opportunities for enhancement of your knowledge and skills, as well as your sustained professional growth.

For more information about Hamilton Health Sciences, read [HHS' 2023-2024 Impact Report](#), or the HHS website at: [www.hamiltonhealthsciences.ca](http://www.hamiltonhealthsciences.ca)

### ***About McMaster Children's Hospital and the Ron Joyce Centre***

McMaster Children's Hospital has been providing care to children from across the region since 1988. Here, patients ranging in age from infancy to 17 receive care through a family-centered approach that accounts for the child's emotional, mental and physical well-being. The hospital is home to the fastest-growing kids-only emergency department in Ontario, one of Canada's most advanced neonatal intensive care units, and a range of programs and clinics with unique expertise in a number of areas including children's cancer, digestive diseases, and mental health.

The state-of-the-art Ron Joyce Children's Health Centre (RJCHC), a site of McMaster Children's Hospital (MCH), offers outpatient services focused on child rehabilitation and developmental, behavioural and mental health. Located in Hamilton's downtown core, RJCHC serves families living in the community and throughout the region. Its prosthetics and orthotics program – the largest in the country – serves both children and adults across Canada. The building itself was purposefully constructed to provide a welcoming, nurturing space for patients, their families, and the community, and has received awards for its unique, environmentally-friendly design.

### ***About the Department of Child and Adolescent Psychiatry***

The Department of Child and Adolescent Psychiatry was established in 2012 at McMaster Children's Hospital and Hamilton Health Sciences. The creation of the department followed a considerable expansion of the services available for child and youth mental health within the Hamilton area.

Currently the Child and Youth Mental Health Program (CYMHP) at McMaster Children's Hospital (MCH) provides care for children 0-17 years old and one of the largest child and adolescent psychiatry programs in Ontario and Canada. CYMHP is a major provider of child and youth mental health service locally and regionally and serves patients from the following former Local Health Integration Networks: (LHIN) 3 (Waterloo Wellington), LHIN 4 (Hamilton Niagara Haldimand Brant) and LHIN 6 Halton Health Services (Oakville, Milton, Georgetown). With the use of virtual appointments, the range of service provision has been extended.

The CYMHP has over 20 child & adolescent psychiatrists and over 150 other mental health professionals. The program is expected to continue to grow as a result of the most recent investment from the provincial government to improve care for children and youth.

We have a comprehensive range of services located on two sites including:

At McMaster Children's Hospital:

- A 22-bed inpatient unit
- A consultation-Liaison service providing consultation to pediatric inpatients
- An emergency service through McMaster Children's Hospital emergency room (Mental Health Assessment Unit)

At Ron Joyce Children's Health Centre:

- A large outpatient service serving Hamilton and other regions
- A Brief Intervention Service
- A day treatment program
- A Community Education Service

The McMaster Children's Hospital Child and Youth Mental Health Program is affiliated with the Faculty of Health Sciences and Department of Psychiatry and Behavioural Neurosciences at McMaster University, and the world-renowned Offord Centre for Child Studies. These organizations hold a unique position internationally in child and adolescent development, wellness promotion, mental health care and research with many of their practices being adopted worldwide

## **Qualifications**

*The successful candidate must:*

- be qualified to practice medicine and be licensed pursuant to the laws of Ontario;
- have a Certificate of Registration in good standing with the College of Physicians and Surgeons of Ontario or an equivalent certificate from their most recent licensing body;
- must possess or be eligible for Ontario licensure,
- maintain hospital credentials and an active clinical practice within Hamilton Health Sciences;
- be able to attain an academic appointment in the Department of Psychiatry, Faculty of Health Sciences at McMaster University
- experience in leadership roles within an Child & Adolescent Psychiatry environment;
- possess exceptional leadership skills, grounded in respect for every individual, leading with humility, systems thinking, and an unwavering commitment to quality improvement;
- have advanced inter-personal skills with demonstrated ability to encourage open exchange of information and ideas to achieve results;
- demonstrate self-awareness of personal values, principles, strengths and limitations, and actively seek opportunities for personal learning;
- be able to purposefully build partnerships and build bridges with relevant internal and external stakeholders to create connections, trust, shared meaning and finding new ways to deliver care and support patient experience;
- support a collaborative approach to learning, identifying areas for improvement and outside-the-box thinking;

- have a proven record in leading and initiating quality of care initiatives in child & adolescent psychiatry;
- demonstrate systems and critical thinking that challenges the status quo, to identify issues, solve problems and design improved, effective processes across systems while maintaining respectful partnerships;
- have a record of working collaboratively with management partners to address and advance the delivery of high quality clinical care and to implement new programs, in a way that aligns with the collaborative leadership model at HHS;
- have a proven record motivating, inspiring and leading team members to do their best, while removing barriers they may face in their daily work;
- have a commitment to supporting and delivering on the principles of equity, diversity and inclusion as it relates to both staff and patients

The Chief is accountable to the Executive Vice President Academic and Chief Medical Executive, and is responsible to the Medical Advisory Committee and the Board of Directors. The role is expected to foster an academic environment in collaboration with McMaster University Faculty of Health Sciences and the Chair Department of Psychiatry & Behavioural Neurosciences of Psychiatry. The Chief will serve a four-year term which may be renewed for a second four-year term.

***Applications should include an updated CV and letter outlining your relevant experience and qualifications for the position.***

***Interested applicants please submit your application to:***

Danielle Fama, Executive Assistant

c/o Executive VP and Chief Medical Executive Office

[famad@hhsc.ca](mailto:famad@hhsc.ca)

Hamilton Health Sciences (HHS) fosters a culture of patient and staff/physician safety, whereby everyone is guided by our Mission, Vision, Values and Values Based Code of Conduct, including aligning with the journey of the [2023-28 Equity, Diversity and Inclusion Plan](#). HHS is a teaching hospital and all staff and physicians are expected to support students and other learners.

HHS is an equal opportunity employer and will accommodate any needs under the Canadian Charter of Rights and Freedom, Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Hiring processes will be modified to remove barriers to accommodate those with disabilities, if requested. Should any applicant require accommodation through the application process, please contact Danielle Fama (905-521-2100 ext. 42030; [famad@hhsc.ca](mailto:famad@hhsc.ca)) for assistance. If the applicant requires a specific accommodation because of a disability during the interview, the applicant will need to advise Danielle Fama when scheduling the interview and the appropriate accommodations can be made.

**We would like to thank all who apply, but only those selected for an interview will be contacted.**

***Deadline date for receipt of applications is October 23<sup>rd</sup>, 2024  
A teaching hospital affiliated with the Faculty Health Sciences, McMaster University***