



Internal/External Posting: 2024-04-KCHC
Posting Date: 5/29/2024
Closing Date: 6/12/2024

Job Description	
Title	Physician (Kingston, ON)
Reports to	Director, Clinical Services
Position Type	Permanent; multiple part-time and full-time positions available
Salary	\$292,364 annually (based on a 1.0 FTE), includes comprehensive benefits package and HOOPP
Location	Kingston, ON

Position Summary

Working as a leader within a multi-disciplinary team, the physician, using a trauma and violence informed approach, delivers high quality primary care in collaboration with the other members of the care team and promotes healthy lifestyle choices for clients. The Physician, in partnership with other team members and collaborators, seeks to provide culturally and linguistically appropriate care to all clients as part of their commitment to providing safe, person-centered care.

Responsibilities

Key Responsibilities	Detailed Responsibilities
Client Care	<ul style="list-style-type: none"> Provides primary health care to clients, using an approach that is client-centred and non-judgmental, and taking into account psychological and medical risk factors and the social determinants of health. Communicates in a manner that can be understood by the client and their families and other members of the care team. Shares on call duties with team of providers. Acts as health advocate and make effective use of health care resources (e.g. consultants, hospital facilities, Telemedicine) to benefit the client. As a member of multi-disciplinary team, participates in case consultations, shared care with allied health professionals and specialists, and other forms of team-based collaborative care. Provides consultation for clients and support to the Primary Health Care team, as required.
Administration	<ul style="list-style-type: none"> Contributes to developing, implementing, monitoring, and evaluating medical protocols and directives. Employs a quality improvement approach to population health efforts and client care interventions. Participates in team meetings, fostering a positive team environment to support effective communication and shared care. Maintains accurate records of client visits and encounters, including phone encounters, using KCHC’s charting and recording formats. Supervises residents from Queen’s Family Medicine and KFLA Public Health and collaborates with other student learners. Assists in health services planning and programming by participating on committees, supporting programs, and sharing information about identified health needs within the community as obtained through client encounters. Participates in developing procedures and protocols to improve client services and staff functioning.

Organizational Responsibilities

- Complies with all relevant legislation and KCHC policies, including privacy laws.
- Commits to acquiring an understanding of the importance of trauma responsiveness and the impact of Adverse Childhood Experiences (ACEs).
- Commits to demonstrating an ongoing commitment to Equity, Diversity, Inclusion, Indigenization and Accessibility (EDIIA) by representing the diverse nature of our communities, promoting and practicing inclusion.
- Supports consistent application and development of KCHC policies and procedures.
- Supervision of medical residents.
- Supports KCHC's student and volunteer placement programs.
- Promotes awareness of and participation in KCHC activities.
- Demonstrated commitment to continuous learning and quality improvement.
- On occasion, perform other temporary duties as required.

Basic Education and Experience Requirements

- Certification in Family Medicine by the College of Family Physicians (CCFP).
- Registration with the College of Physicians and Surgeons of Ontario is in good standing.
- Three years' experience providing primary care and experience working in a community health setting – strong asset.
- Experience providing obstetrical care (asset).
- Experience with Quality Improvement (asset).
- Experience with Transgender care (asset).

Knowledge, Skills and Abilities

- Knowledge of management of clients with addictions and mental health diagnosis.
- Demonstrated ability to work collaboratively with communities impacted by the social determinants of health.
- Demonstrated ability working in harm reduction, trauma informed, anti-racist, and decolonizing environments.
- Demonstrated ability to work respectfully with Indigenous communities.
- Excellent oral and written communication skills (French language is an asset).
- Demonstrated ability to attend work on a regular basis and ability to meet the physical demands of the position.
- Excellent organizational skills and above average attention to detail.
- Excellent interpersonal skills with ability to engage marginalized clients, and a commitment to being a team player.
- Proficiency in the use of computers and relevant software applications (Microsoft Office), including Electronic Medical Record software (PS Suite preferred).

Organizational Competencies: Accountability, Client Focus, Collaboration, Continuous Learning

Position Competencies: Communication, Knowledge/Professional/Technical Expertise, Negotiation, Problem Solving, Teamwork, Time Management.

Other Requirements

- CMPA (or equivalent) malpractice insurance.
- Current and satisfactory Criminal and Vulnerable Persons Check.
- Available for evening or weekend shifts an asset, and minimum requirement for after-hours access.
- French language is an asset.

Application Instructions



- Please include a cover letter clearly outlining how your skills and experiences correspond with the specific job qualifications along with your resume.
- Save all documents as a single PDF file using your own name (Last, First).
- Email to hr@kchc.ca citing reference “2024-04-KCHC” in the subject line.
- Applications must be submitted to Human Resources by **Wednesday June 12, 2024, at 11:59PM.**

As a registered professional, to abide by and be accountable to the ethics and standards set out by the relevant regulatory body of the profession.

All KCHC staff have a duty to understand and follow KCHC policies, uphold high ethical and professional standards, and maintain confidentiality and privacy, using tact and good judgment in all dealings with other staff and clients.

KCHC is an equal opportunity employer, respecting and embracing the needs and diversity of our employees. If you require accommodation to fully participate in the hiring process, please notify Human Resources.

KCHC is a proud Living Wage employer!

Kingston Community Health Centres, 263 Weller Ave. Kingston ON, K7K 2V4 www.KCHC.ca