

Program Chief and Medical Director, Medicine Program

Trillium Health Partners (THP) is the largest academically affiliated community-based hospital network in Canada. Comprised of the Credit Valley Hospital, the Mississauga Hospital, and the Queensway Health Centre, THP serves the growing and diverse populations of Mississauga, West Toronto, and surrounding communities. THP is a teaching hospital affiliated with the University of Toronto. THP is committed to meaningfully advancing health systems and population health research and innovation and is home to the Institute for Better Health, THP's research institute. THP currently operates 1,569 budgeted beds and employs 12,199 staff and 1,515 professional staff (physicians, midwives, dentists). Its annual operating budget is approximately \$1.86 billion.

THP's vision is to create a *new kind of health care for a healthier community*. Guided by its values of compassion, excellence, and courage, THP's Strategic Plan envisions a new approach to health - as a learning health system, working in partnership to improve community population health and create an inter-connected system that is organized around the patient, both inside the hospital and beyond its walls, by balancing quality, access, and sustainability. Our strategic goal at THP is to advance digitally enabled care, using community insight, advanced analytics and responsible, human-centred AI to create a fully integrated, seamless health system that wraps care around each person.

The Position

The Chief and Medical Director, Medicine (Chief/Medical Director), together with the Program Directors of Acute Inpatient Medicine; ICU & Critical Care Redevelopment; and Renal, Outpatient Medicine and Diabetes, will lead one of THP's largest and most complex clinical programs. With accountability for a budget of approximately \$130 million, the Medicine Program includes 481 inpatient beds, including 71 ICU beds, 244 physicians, and an extensive range of inpatient and ambulatory services across multiple sites. The Program spans general medicine, critical care, a broad range of subspecialties, and the Regional Chronic Kidney Disease Program. It manages some of THP's highest patient volumes and cares for patients with significant acuity and complexity.

The Chief/Medical Director will join THP at a pivotal time of transformation and growth. As the most senior Professional Staff leader for the Program, they will set and communicate a clear, unifying vision that strengthens program identity and connection across the sites and specialties. In partnership with Program Directors and physician leaders, the Chief/Medical Director will advance the quality and safety of medical care, strengthen physician engagement, and lead the evolution of clinical and operational models in response to growing volumes, acuity, and complexity. They will champion contemporary, evidence-informed care, strengthen integration and continuity across inpatient, outpatient, community, virtual, and home-based settings, and translate digital tools, virtual care, AI-enabled technologies, and other emerging approaches into practical improvements in access, quality, patient experience, and sustainability.

Key leadership priorities for the Chief/Medical Director will be to:

- Lead the continued evolution of clinical practice and models of care, advancing evidence-informed standards while reducing unwarranted variation and respecting the distinct needs of specialties and services.
- Improve access, patient flow, and operational performance through interdisciplinary models, streamlined referral pathways, and stronger connections across the continuum of care.
- Shape the future of the Medicine Program in response to Trillium HealthWorks, population growth, and evolving service needs, including physician workforce and succession planning.

- Strengthen physician engagement and connection across general medicine, critical care, subspecialties, sites, and physician leadership, with meaningful opportunities for frontline input and collaborative problem-solving.
- Advance medical education, research, and innovation, building on THP's academic partnerships to support excellent learning and patient care.
- Make medical quality of care, patient safety, patient experience, and patient-reported outcomes visible priorities, fostering continuous improvement, transparency, and shared learning.
- Foster a high-performing, connected physician community and leadership team grounded in trust, accountability, collaboration, and physician wellbeing.

Experience

The successful candidate will be a respected physician and an experienced, inclusive, and visionary medical leader who remains meaningfully connected to frontline clinical care. You will bring a demonstrated ability to influence practice, build cohesive teams, navigate complexity, and lead significant clinical and operational transformation while balancing quality, access, sustainability, physician well-being, and professional autonomy. You are licensed by the College of Physicians and Surgeons of Ontario or eligible for licensure and hold certification in Internal Medicine, or its equivalent, and/or other certification deemed equivalent by the Royal College of Physicians and Surgeons of Canada. You are also eligible for an academic appointment at the University of Toronto, with rank commensurate with qualifications and experience.

To confidentially explore this opportunity, please email your resume, quoting "Program Chief and Medical Director, Medicine Program" in the subject line, to Judy Mandelman or Heather Spiegel, at resumes@promeus.ca.

Note to Applicants

If you do not see yourself fully reflected in every job requirement listed on this posting, we still encourage you to reach out and apply. Research has shown candidates from underrepresented groups often only apply when they feel 100% qualified. We encourage applicants who are members of groups that have been marginalized on any grounds enumerated under the Ontario Human Rights Code to consider this opportunity.

Trillium Health Partners is an equal opportunity employer committed to fostering a healthy, safe and respectful environment for healing, based on our values of compassion, excellence and courage. To be Better Together, we commit to fostering a respectful workplace culture that promotes a safe and supportive environment for everyone who provides care, supports caregiving, receives care or visits the hospital.

In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code, Trillium Health Partners will provide accommodations throughout the recruitment and selection process to applicants with disabilities as required.

Applicants must be eligible to work in Canada. We would like to thank all applicants for their interest in this position, however, only those selected for an interview will be contacted. Trillium Health Partners is identified under the French Language Services Act.

As a condition of employment, we require all staff to be fully vaccinated for COVID-19, in addition to other vaccinations required by the Public Hospitals Act.



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