**Head, Department of Medicine**
**Women's College Hospital**
**University of Toronto**

**ROLE PROFILE**

## Introduction

Women's College Hospital (WCH) is seeking a dynamic, inspiring and visionary medical leader to lead the Department of Medicine and join the medical leadership team. The Department Head will advance innovative models of specialized ambulatory care and strengthen academic, interprofessional, and interorganizational collaboration to improve access, quality and health outcomes for women and gender-diverse people.

The Department Head will report to the Hospital President & CEO through the Vice President, Medical Affairs & System Transformation and Lead Medical Executive. The Department Head is responsible for aligning the Department of Medicine's clinical, academic and research activities with the Hospital's strategy, in partnership with the Clinical Director for Specialized Medicine programs. The Department Head works collaboratively with the Temerty Faculty of Medicine, the Toronto Academic Health Science Network (TAHSN), partner hospitals, and the Women's College Hospital Foundation leadership team.

## The Department of Medicine

The Department of Medicine at WCH advances the practice and science of medicine through holistic, innovative, and interprofessional approaches to complex health conditions and distinctive models of specialized ambulatory care. The Department advances care for conditions that disproportionately affect women and special populations, including through the specialized Dermatology, Menopause and After Cancer Treatment Transition Clinics.

The Department includes approximately 150 physician faculty members, including clinician teachers, educators, quality and innovation leaders, clinician investigators and clinician scientists. Its Specialized Medicine programs bring together nursing and health discipline professionals as well as clinical and academic administrative staff.

**JOB DESCRIPTION**

The Department Head will lead the clinical, academic and resource oversight of the WCH Department of Medicine. More specifically, the Department Head will:

1. Provide visionary leadership and operational oversight of the Department to advance the Hospital's strategic plan and delivery of high-quality, equitable and integrated specialized ambulatory care.
2. Build and lead a team of dedicated medical professionals committed to excellence in clinical care, clinical innovation, and continuous quality improvement through physician engagement and collaborative leadership.
3. Pursue excellence and represent WCH in academic medicine by advancing the educational, research and scholarly objectives of the Temerty Faculty of Medicine.
4. Participate actively in WCH medical leadership.
5. Grow existing and build new partnerships to advocate for and advance the goals of WCH beyond its walls.

WOMEN'S COLLEGE HOSPITAL
Healthcare | REVOLUTIONIZED

**QUALIFICATIONS**

The successful candidate will be:

1. A Fellow of the Royal College of Physicians of Canada or equivalent, eligible for medical licensure in Ontario, and for an academic appointment at the rank of Associate or Full Professor in the Temerty Faculty of Medicine.
2. An individual with a demonstrated record of supporting others engaged in education, research and creative professional activity, in addition to having their own strong record of scholarship.
3. A dynamic, compassionate and people-oriented leader, who demonstrates an empathetic, trusting, and responsive demeanor, with strong mentorship skills and a demonstrated ability to communicate strategically, engage physicians and lead change collaboratively and with accountability.
4. An individual experienced in interprofessional models of care and committed to interprofessional education and patient care.
5. A person with a strong commitment to social justice, equity and the health of women, gender-diverse people and equity-seeking communities, both locally and globally.
6. A person with demonstrated fiscal management and resource stewardship skills, with an emphasis on linking quality outcomes with optimizing costs.

**EXPECTATIONS & TERM**

The successful candidate will be an outstanding academic leader and clinician, with proven excellence in managing complex health care environments. Candidates should have a deep commitment to scholarly enterprise, with experience in advancing peer-reviewed research and education in Medicine.

Salary for the role of Department Head will reflect an expected 2.5 days per week commitment, in addition to clinical compensation and other academic support based, in part, on fee-for-service billings and sessional fees.

The appointment is generally for a term of five years. After successful completion of the initial five-year appointment, a University/Hospital review will be conducted with potential reappointment for a final five-year term.

**For more information, please contact:**

**Dr. Cynthia Maxwell**
**Vice President, Medical Affairs & System Transformation and Lead Medical Executive**
**cynthia.maxwell@wchospital.ca**

**Last Date for Applications: December 4, 2026**

*Women's College Hospital is a fully affiliated teaching hospital of the University of Toronto and is committed to fairness and equity in employment and our recruitment and selection practices. We encourage applications from Indigenous peoples, people with disabilities, members of sexual minority groups, members of racialized groups, women and any others who may contribute to the further diversification of our hospital community. Accommodation will be provided in all parts of the hiring process as required under our Access for People with Disabilities policy. Applicants need to make their requirements known in advance.*

*All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.*