



Career Opportunity

Medical Consultant (0.6 EFT) – Restorative Practices Program, Quality Department

The College of Physicians and Surgeons of Manitoba (CPSM) is the medical regulatory authority in Manitoba, serving the public interest by regulating the practice of medicine. Comprising of approximately 55 staff, this unique not-for-profit organization carries out its mandate to protect the public through three core functions:

- **Registration** ensures everyone registered to practice medicine in Manitoba is competent to practice and meets the established registration requirements.
- **Quality** supervises the competency of practice and proactively promotes safe care for Manitobans through ongoing education and quality improvement initiatives.
- **Complaints and Investigations** addresses concerns regarding the care provided by or the professional conduct of registrants.

Funding for these essential core functions primarily comes from fees paid by registrants. This enables us to maintain the necessary infrastructure and resources required to fulfill our mandate effectively.

The Opportunity

CPSM is seeking a Medical Consultant (0.6 EFT) to lead a new Restorative Practices Program within the Department of Quality. This role is pivotal for integrating culturally sensitive practice standards and policies that address historical injustices and promoting safer medical care for Indigenous peoples. The Medical Consultant will collaborate with CPSM registrants, Indigenous leaders, and policymakers to foster an environment of trust, respect, and healing.

The Restorative Practices Program will focus on healing harm through a quality-focused approach to alleviate the fear that engaging with CPSM, will automatically and immediately lead to discipline. The intention is to address anti-Indigenous racism that can arise both intentionally and unintentionally during the practice of medicine. The aspirational goal is to restore the dignity of both parties using processes aligned with Indigenous teachings and human-first principles and to improve health care delivered to Indigenous patients.

The Medical Consultant will play a key role in the development of a multi-year action plan to address the following objectives:

- Creating a process and practice for CPSM to respond to anti-Indigenous racism in medical practice using a quality improvement and restorative approach.

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- Integrating restorative practices within CPSM's core functions, including - the Complaints and Investigation Department.
 - Developing a mentorship approach for Indigenous registrants in medical practice through a regulatory lens.
 - Responding to calls/inquiries from the public and from registrants seeking guidance as it relates to matters of anti-Indigenous racism and/or the enhancements of medical care for Indigenous peoples in Manitoba.
 - Curating and promoting Continuing Professional Development opportunities for registrants related to anti-Indigenous racism and the safe and equitable care of Indigenous people.
 - Promoting a culture within CPSM to support Indigenous patients and Indigenous physicians.

The Restorative Practices Program is a new program that will support the implementation of the Standard of Practice (SOP) – Practicing Medicine to Eliminate Anti-Indigenous Racism.

Given the nature of the program, which is deeply rooted in the Indigenous context, priority consideration will be given to Indigenous applicants.

The Individual

The ideal individual will bring a vision for the successful implementation and integration of the (SOP) into medical practice, utilizing a quality improvement and restorative approach. You will have leadership training, experience and a demonstrated ability to navigate complex environments effectively. Ideally, you will have relevant experience in a current or past role, making meaningful contributions in the following areas:

- **Addressing anti-Indigenous Racism:** Providing training that supports and fosters culturally sensitive medical care and addresses anti-Indigenous racism in medical practice.
- **Promoting Equity:** Helping to create a more equitable healthcare system that recognizes and respects the unique needs of Indigenous communities by addressing systemic barriers and advocating for policy changes.
- **Building Trust:** Engaging with Indigenous communities and incorporating their perspectives into the regulation of medical practice to foster trust and collaboration.
- **Improving Public Health:** Contributing to strategies that reduce health disparities and improve overall public health, particularly for Indigenous peoples.
- **Educational Advancement:** Delivering continuing education and awareness programs to ensure that medical professionals are well-informed and equipped to address Indigenous specific health challenges.

This role is not only about regulatory oversight but also about being a catalyst for meaningful change, ensuring that the principles of truth and reconciliation are embedded in the healthcare system for the benefit of all.

The successful applicant will maintain clinical practice in combination with the role of Medical Consultant. CPSM is open to negotiating the EFT commitment with the successful candidate.

Responsibilities:

- **Leadership and Strategy:**
 - Contribute to CPSM’s strategic planning processes to enhance alignment with the principles of truth and reconciliation.
 - Lead the integration of Indigenous health perspectives into CPSM’s regulatory policies and practices.
 - Advocate for changes to improve medical care for Indigenous peoples.
- **Implementation & Delivery of Restorative Practices**
 - Provide expert guidance and support to physicians and members of the public undergoing restorative processes through building relationships, addressing harm, facilitating dialogue, developing accountability, creating restorative plans and monitoring effective implementation of the entire process.
- **Collaboration and Engagement:**
 - Build and maintain strong relationships with Indigenous communities, healthcare providers, and other collaborators.
 - Organize and participate in community outreach programs and educational initiatives.
- **Policy Development and Implementation:**
 - Oversee and respond to issues related to the roll-out of CPSM’s Standard of Practice for Practicing Medicine to Eliminate Anti-Indigenous Racism.
 - Support practice improvement of registrants as it relates to the Standard of Practice for Practicing Medicine to Eliminate Anti-Indigenous Racism.
 - Develop, monitor and evaluate the effectiveness of policies and programs related to the Restorative Practices Program.
- **Education and Training:**
 - Identify and curate educational resources to support the successful implementation of the Standard of Practice for Practicing Medicine to Eliminate Anti-Indigenous Racism.
 - Engage with and provide educational sessions for registrants around the Standard of Practice for Practicing Medicine to Eliminate Anti-Indigenous Racism.

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- Promote awareness and understanding of Indigenous health issues within the medical community through dialogue and education.
 - Support continuous professional development in areas related to Indigenous health, anti-racism and reconciliation.

Position Requirements:

Education & Experience:

- Medical degree (MD or equivalent) with a valid certificate of practice in Manitoba, or eligibility to obtain a certificate of practice in Manitoba.
- Significant experience in healthcare leadership, preferably within regulatory or policy-making bodies.
- Deep understanding of Indigenous health issues and delivering culturally sensitive care.
- Experience providing trauma-informed care within a broad context.
- Proven track record of working collaboratively and effectively with Indigenous communities and leaders.
- Strong communication, negotiation, and interpersonal skills.
- Commitment to principles of equity, diversity, and inclusion.

Core Competencies:

Leadership Skills - Builds passion and commitment and guides individuals and groups towards desired outcomes by delegating and empowering, thinks and plans strategically, demonstrates a sincere interest in employee well-being, builds and leads effective work teams, builds trust with others through personal authenticity, leads by example, is flexible and generates results.

Change Agent – Proactively leads and drives change, including identifying areas for improvement, developing strategies, and facilitating and implementing changes.

Communication Skills – Expresses verbal and written ideas effectively in individual and group situations; creates clear, concise, and informative reports and correspondence; proactively builds and aligns stakeholders and resources to achieve goals.

Risk Management Skills – Anticipates, identifies, and manages risk.

Self-Awareness – Actively practices self-evaluation, self-reflection, and growth.

Assets:

- Media relations skills.
- Knowledge of the Regulated Health Professionals Act, related legislation, professional standards, code of Ethics and Professionalism and Bylaws required.
- Ability and willingness to travel.

Salary and Benefits:

CPSM offers a comprehensive benefits package and a competitive salary range. Individuals will be placed in the range commensurate with qualifications and experience.

This position is subject to a Criminal Record Check.

Contact:

Interested candidates should submit the following materials:

1. a cover letter
2. curriculum vitae (CV)

Submit your cover letter and CV by **November 29, 2024 directly** to:

Email: Recruiting@cpsm.mb.ca

Attn: **Dr. Ainslie Mihalchuk**
Registrar & Chief Executive Officer
College of Physicians and Surgeons of Manitoba
1000-1661 Portage Avenue
Winnipeg, Manitoba R3J 3T7

We thank you for your interest in this position. Please note that only short-listed candidates will be contacted for an interview.

The College of Physicians & Surgeons of Manitoba is strongly committed to equity and diversity within its community and especially welcomes applications from racialized persons/persons of colour, Indigenous peoples, persons with disabilities, persons of all sexual orientations and genders, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply.