

HEAD, DEPARTMENT OF FAMILY MEDICINE**Queen's Health Sciences****Queen's University, Kingston Health Sciences Centre & Providence Care****Kingston, Ontario, Canada**

Queen's University is situated on traditional Anishinaabe and Haudenosaunee Territory. To acknowledge this traditional territory is to recognize its longer history, one predating the establishment of the earliest European colonies. It is also to acknowledge this territory's significance for the Indigenous peoples who lived, and continue to live, upon it – people whose practices and spiritualities were tied to the land and continue to develop in relationship to the territory and its other inhabitants today. The Kingston Indigenous community continues to reflect the area's Anishinaabek and Haudenosaunee roots. There is also a significant Métis community and there are First Peoples from other Nations across Turtle Island present here today.

[Queen's Health Sciences](#) (QHS) and its affiliated teaching hospitals ([Kingston Health Sciences Centre](#) and [Providence Care](#)) invite applications for the position of Head of the [Department of Family Medicine](#). The ideal candidate will bring a track record of success in academic leadership, with the ability to manage teams that will foster excellence in clinical care, education and research within the Department. The preferred candidate will also be a strategic and systems thinker, who can help the Department of Family Medicine capitalize on its strengths in an integrated fashion, while also solving problems in a creative manner.

As an innovative and visionary leader, the Head, Department of Family Medicine will support the University's commitment to equity, diversity, and inclusion, Indigeneity, and accessibility through the development and implementation of initiatives designed to foster inclusivity within an interdisciplinary and collaborative work environment. We are searching for an individual with a drive to contribute to the advancement of long-term, mutually beneficial partnerships with University, Hospitals, provincial and community stakeholders. In order to do so, they will exhibit excellent relationship building, negotiation and conflict resolution skills, with the ability to represent and advance the interests of both the Department of Family Medicine and QHS. A comprehensive, demonstrated understanding of the full healthcare system spectrum, from primary care to acute to subacute, long term and community care will be key for this role.

As an academic physician, qualified applicants must be eligible for licensure with the College of Physicians and Surgeons of Ontario (CPSO) and hold current and valid certification from the College of Family Physicians of Canada. The successful applicant will hold a Geographically Full-Time (GFT) academic appointment at Queen's University, funded by the Southeastern Ontario Academic Medical Organization ([SEAMO](#)). Preference will be given to applicants with at least 10 years' experience and proven leadership abilities. However, all applicants with a desire to lead a cohesive and growing clinical and academic department are encouraged to apply. The successful candidate will participate in shared clinical care services.

The Queen's Department of Family Medicine is acknowledged for excellence in education, primary care and research. As an award-winning postgraduate residency program within the Queen's School of Medicine, we host residents at four sites: Kingston-1000 Islands, Belleville-Quinte, Peterborough-Kawartha, and Bowmanville-Oshawa-Lakeridge. Our undergraduate program makes students excited

to learn, and leads them to be drawn to careers in family medicine. As a team of interdisciplinary health professionals, we are valued as partners in family medicine and primary health care within Queen's, in our communities, and internationally. Research in the Department of Family Medicine flourishes through the Centre for Studies in Primary Care ([CSPC](#)), which conducts research activities within an established a practice-based research network across Eastern Ontario, in the areas relevant to primary healthcare; chronic disease surveillance and management; population health and health promotion; family medicine education; and assessment of clinical evidence for practice..

Prior to May 1, 2022, the University required all students, faculty, staff, and visitors (including contractors) to declare their COVID-19 vaccination status and provide proof that they were fully vaccinated or had an approved accommodation to engage in in-person University activities. These requirements were suspended May 1, 2022. However, they remain in effect for students, staff, and faculty in workplaces, including hospitals, where patient care is provided and/or where the work duties or educational requirements of the position involve or support patient care.

Queen's University is recognized nationally for the quality of its undergraduate and graduate programs, which attract outstanding students. Queen's University is an integral part of the vibrant Kingston community in the heart of the Thousand Islands region of southeastern Ontario. It has a community spirit and amenities unmatched by any other Canadian university. The University and the region offer an outstanding academic and community environment. For information on employee benefits, see [Queen's Human Resources](#).

Applications are invited from all qualified individuals. Queen's and its affiliated teaching hospitals are strongly committed to employment equity, diversity, and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous/Aboriginal people, women, persons with disabilities, and 2SLGBTQA+ persons.

The review of applications will begin on May 7, 2023 and will continue until the position is filled. Applications and nominations (the former to be accompanied by a letter of interest summarizing relevant experience, a curriculum vitae, and three letters of reference including the names and full contact information of each referee), are to be directed to the co-chairs of the Committee, Dr. Diane Lougheed, Vice-Dean, Clinical, QHS and Dr. Roumen Milev, Vice-President, Medical & Academic Affairs, PC, c/o Kristy Lodewyks, Senior Staffing Officer, at kristy.lodewyks@queensu.ca. *Prospective applicants are encouraged to contact Kristy Lodewyks to request a detailed copy of the role description.* The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant's accessibility needs. If you require accommodation during the interview process, please contact Kristy Lodewyks as indicated above.

All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority. To comply with Federal laws, the University is obliged to gather statistical information about how many applicants for each job vacancy are Canadian citizens/permanent residents of Canada. Applicants need not identify their country of origin; however, all applications must include one of the following statements: I am a Canadian citizen/permanent resident of Canada; OR I am not a Canadian citizen/permanent resident of Canada. Applications that do not include this information will be deemed incomplete.