

MEMORANDUM

TO: Colleagues, partners and collaborating agencies of **Psychiatry Partnerships with Northern Communities**

FROM: **Psychiatry Partnerships with Northern Communities**

DATE: March 21, 2025

RE: Recruitment of **Psychiatry Partnerships with Northern Communities** Medical Director



Dear colleagues,

Dr. Allison Crawford's term as Medical Director of the **Psychiatry Partnerships with Northern Communities**, formerly Ontario Psychiatric Outreach Program (OPOP) will end. **Psychiatry Partnerships with Northern Communities** is thus seeking candidates for the position of Medical Director.

A description of the position is attached. The due date for the receipt of applications is April 13, 2025. The appointment of the new Medical Director will be effective on June 2, 2025 and the position is normally tenable for five years and renewable annually on approval of **Psychiatry Partnerships with Northern Communities** funding from the Ministry of Health.

Directors affiliated with **Psychiatry Partnerships with Northern Communities** will review applications and select a short list of candidates to be contacted for an interview.

Interviews will be scheduled for April 28, 2025. Candidates will have the option to interview in-person or virtually. For in-person interviews, travel and accommodation will be covered by **Psychiatry Partnerships with Northern Communities**.

We would be grateful if you circulate this announcement to whomever you feel might be interested in this position.

Please send any questions to:

Psychiatry Partnerships with Northern Communities

Email: PsychiatryPartnerships@camh.ca

Job Description

MEDICAL DIRECTOR, PSYCHIATRY PARTNERSHIPS WITH NORTHERN COMMUNITIES

Psychiatry Partnerships with Northern Communities, formerly Ontario Psychiatric Outreach Program, started in 1999 as a network of collaborating partner programs that provide mental health services and supports to Ontario's northern, rural and underserved communities. The program is comprised of three collaborating partner programs: Northern Ontario Francophone Psychiatric Program at the University of Ottawa, Extended Campus Program at Western University, and the Northern Psychiatric Outreach Program at CAMH.

Psychiatry Partnerships with Northern Communities fulfils its agreement with the Ministry of Health (MoH) to provide clinical services for rural, underserved communities in Northern Ontario through in-person, virtual and hybrid consultations, collaborate with departments of psychiatry at Ontario medical schools to create capacity and support education and training for current and future generations of psychiatrists, and work closely with communities and healthcare partners throughout Ontario to ensure that care is integrated with local services.

The Medical Director is grounded in the values of Excellence, Collaboration and Equity to lead **Psychiatry Partnerships with Northern Communities** towards the strategic vision of being a trusted partner in providing excellence in mental health care and education with underserved communities in Northern Ontario. The Medical Director will support the program's mission to achieve excellence and enhance equity in mental healthcare through collaboration and co-creation with Northern Ontario partners.

ROLES AND RESPONSIBILITIES:

The Medical Director is responsible for the implementation of the **Psychiatry Partnerships with Northern Communities** Strategic Plan (2025-2030), supporting a commitment to mental health excellence and equity, as well as collaboration to achieve the program's strategic directions and objectives over the next five years.

- Chairs the Executive Committee, facilitates their activities to fulfill the program's mandate to deliver psychiatry services and capacity building using standards of best practice, and ensures that these services are integrated and coordinated across affiliated partner programs and collaborators.
- Leads the Executive Committee so that it functions as a strategic decision-making group with a focus on planning, budget and operational issues.
- Develops and leads advisory and working group committees so that they function as cohesive and collaborative groups to meet objectives aligned with the strategic plan, in a timely and professional manner.

- Leads and supports a robust governance structure for **Psychiatry Partnerships with Northern Communities** that may include the development of new committees and working groups.
- Extends the role of **Psychiatry Partnerships with Northern Communities** by:
 - Strengthening collaboration and integration amongst the three collaborating partner programs.
 - Building and maintaining partnerships and collaborative relationships with other provincial clinical services, educational organizations and institutions and systems planners, such as community-based primary care organizations, Northern Ontario School of Medicine and Ontario Health.
- Represents **Psychiatry Partnerships with Northern Communities** at appropriate levels of the MOH, as well as systems and community planning tables, including Ontario Health, to ensure all issues and concerns affecting **Psychiatry Partnerships with Northern Communities** are understood and addressed as directed by the Executive Committee.
- Encourages collaboration among all interest holders, particularly Ontario Health North, Northern Ontario Family Health Teams, community groups and the post-graduate education programs of Ontario medical schools.
- Oversees any evaluations and continued quality improvement of **Psychiatry Partnerships with Northern Communities** activities. Where appropriate, initiates or supports research.
- Chairs three to four formal meetings with the **Psychiatry Partnerships with Northern Communities** Executive Committee, per year, develops an agenda for each meeting based on goals, objectives of the strategic workplan and/or issues defined by the medical directors of the collaborating programs, ensures that all items raised by members are included in the agenda for discussion and approves minutes.
- Collaborates with the Executive Committee and any subcommittees, advisory and/or working groups to establish goals and objectives for each year.
- Chairs the planning committee meetings for the annual **Psychiatry Partnerships with Northern Communities** retreat and business meeting, and leads the event.
- Oversees and approves the **Psychiatry Partnerships with Northern Communities** budget, the annual external audit and the publication of the **Psychiatry Partnerships with Northern Communities** annual report.

ADMINISTRATION:

- An Administrative Director works in a dyad relationship with the Medical Director and provides support with strategy, policy, implementation and operations.

REMUNERATION:

- The stipend for the Medical Director reflects a commitment of 1.5 days per week.

REQUIREMENTS:

- The successful applicant must be a Psychiatrist. Preference will be given to candidates with demonstrated effectiveness with building and maintaining community-based partnerships, strategic leadership, and administrative experience.
- Currently has (or will have prior to starting this position) a faculty or staff appointment, or cross-appointment, at one of the existing collaborating organizations (i.e., University of Ottawa, Western University, Centre for Addiction and Mental Health).
- Demonstrated passion and experience working as a consultant with rural, remote and/or underserved communities is essential.
- An ability to work with people from diverse backgrounds, communities and ages.
- A working knowledge of English and French is desirable.

All qualified candidates are encouraged to apply by April 13, 2025. Applications will be accepted until the position is filled. Should you be interested in this opportunity, please forward a one-page statement of interest, curriculum vitae and the names and contact information of three referees via email to:

ATTENTION:

Psychiatry Partnerships with Northern Communities

Email: PsychiatryPartnerships@camh.ca

CAMH and the University of Toronto are both strongly committed to diversity, equity and inclusion within their communities and especially welcome applications from racialized persons/persons of colour, women, Indigenous/Aboriginal People of North America, persons with disability, LGBTQ2s+ persons, and others who may contribute to the further diversification of ideas.

Equity, Diversity, Inclusion, Indigeneity, Accessibility and Fairness

CAMH is a respectful, caring, and inclusive workplace. We are committed to championing accessibility, diversity and equal opportunity and welcomes all applicants including but not limited to: all religions and ethnicities, LGBTQ2s+, BIPOC, persons with disabilities and all others who may contribute to the further diversification of ideas. Requests for accommodation can be made at any stage of the recruitment process providing the applicant has met the Bona-fide

requirements for the open position. Applicants need to make their requirements known when contacted.

Lived Experience Statement

Candidates who are members of Indigenous, Black, racialized and LGBTQ2s+ communities, persons with disabilities, and other equity deserving groups are encouraged to apply, and their lived experience shall be taken into consideration as applicable to the posted position.

Diversity Statement

The University of Toronto embraces Diversity and is building a culture of belonging that increases our capacity to effectively address and serve the interests of our community. We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a commitment to equity, diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission.

Accessibility Statement

The University strives to be an equitable and inclusive community, and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission.

The University is committed to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). As such, we strive to make our recruitment, assessment and selection processes as accessible as possible and provide accommodations as required for applicants with disabilities.