

We are looking for two (2) **Senior Managers** to lead clinical operations in the **Department of Diagnostic Imaging**. Reporting to the Director of Diagnostic Imaging, and working collaboratively with the Radiologist in Chief and Division Heads, the senior manager will be responsible for providing tactical and strategic leadership within their portfolio. They will be expected to work closely with internal and external partners to optimize service delivery and the patient experience. As a leader, role model, and coach, the Senior Manager assists staff with professional development and the achievement of strategic goals within the department. You will play a key role in transforming access to DI services and fostering positive change within the team.

Applicants are asked to 1) specify the specific modalities that they are well suited for leading, and 2) include a 1-page 'business case' highlighting what they perceive as the biggest challenge currently facing DI departments/managers, and their strategy for overcoming said challenge. Applicants selected for an interview will be asked to provide lead a short (~15 minute) presentation/discussion on their submission.

Here's What You'll Get to Do

- Provides leadership to ensure the resources and coordinating mechanisms are in place to support an interdisciplinary approach to ensure timely provision of family and patient-centered diagnostic imaging services
- Works closely with Clinical Managers in other portfolios to streamline workflows and align services with patient and hospital needs
- In collaboration with the Director, other Managers, and Radiology Leadership defines relevant and clear program performance indicators, providing leadership in continually improving care delivery and processes. Facilitates the implementation of program, organizational and professional standards working closely with the Quality and Risk Management Department to improve quality.
- Facilitates the development of evidence-based policies and procedures that support patient care goals.
- Creates and facilitates a safe and therapeutic environment for the provision of care through managing patient, family or staff risks of violence, abuse or injury.
- Responsible for all aspects of recruitment, performance management and development of multidisciplinary staff to ensure resources and skill levels are in place to meet program needs.
- Responsible for managing complex employee issues, working with Human Resources
- Provides leadership and direction to program staff to facilitate the alignment of individual performance goals with hospital and portfolio strategy/objectives.
- Creates a collaborative, team-based approach to ensure the development, communication and implementation of an engagement action plan for direct reports.
- Provides ongoing coaching and mentoring to support the achievement of individual performance objectives.
- Responsible for reviewing and monitoring the financial reports with the Director, Clinical Programs to trend the operational performance of the unit/service.

- Responsible for implementing strategies to address variance to plan and increase efficiencies.
- Provides leadership in the analysis and management of a comprehensive operating plan that demonstrates a balance between fiscal responsibility and optimal patient care.
- Acts on opportunities for improved efficiency regarding the utilization of resources.
- Provides significant input into capital expenditures

Here's What You'll Need

- Seven (7+) years diagnostic imaging experience in a hospital setting, including four (4+) years in a supervisory / leadership capacity
- Strong interpersonal and leadership skills, including experience driving transformational change
- Well-developed operational and business management skills
- Results-oriented and patient-focused with a commitment to excellence
- Superior analytical, problem solving, negotiation and conflict resolution skills
- Ability to lead and inspire an interdisciplinary team to innovate and improve
- Proven experience establishing, evaluating, and reaching benchmarks, goals, and objective for performance improvement within an assigned portfolio
- Advanced communication and presentation skills

Education / Memberships

- Baccalaureate degree in a health-related field. Master's degree in health, business, or related preferred
- Membership and registration with a relevant regulatory body including the College of Medical Radiation Technologists of Ontario (CMRTO) preferred

Posting Information

Please apply through the Sickkids Career website by 2019/03/03