



Residency Program Expansion Lead, Interior Site UBC Department of Medicine

The Department of Medicine at The University of British Columbia (UBC) invites applications for the role of Residency Program Expansion Lead, Interior site. This is a 1-year position, renewable, requiring a time commitment of 0.15 FTE (0.75 days per week.)

Reporting jointly to the Internal Medicine Postgraduate Program Director and the Associate Head, Education, of the UBC Department of Medicine, and working in close collaboration with the Regional Associate Dean, Interior, the successful candidate will develop a clear program plan within the Interior Health region based upon the general objectives of training in the specialty and develop and design tertiary and community-based training rotations that meets the Royal College of Internal Medicine Residency Special training requirements. Please request a detailed job description for further information.

The successful candidate will hold an MD, be licensed to practice in the province of British Columbia, and be certified through the Royal College of Physicians and Surgeons of Canada. The successful candidate will have strong communication and interpersonal skills; demonstrated skill in teaching; demonstrated ability to lead; resident advocacy skills and interest; working knowledge of the principles of adult learning and postgraduate medical education; and have held a faculty position for a minimum of 5 years.

The successful candidate will contribute to fostering an environment that promotes inclusivity and embodies values of respect, integrity, compassion, collaboration, and equity. Equity, diversity, inclusion, and justice are essential to academic excellence, as well as to fostering an inclusive community for voices that have been historically underrepresented or discouraged. Candidates who bring diverse perspectives and lived experiences are encouraged to apply as we strive to enhance diversity, inclusiveness, socio-cultural representation, and perspective of the Department.

The appointment may commence as early as **January 1, 2025** or upon a date to be mutually agreed.

Please submit a letter of application, a curriculum vitae, a teaching dossier, and the names of two references no later than **November 28, 2024** to:

Dr. Mark Roberts
Director, Postgraduate
Education Program c/o
Laura Moss, Education
Manager Email:
l.moss@ubc.ca
Subject line: Residency Program Expansion Lead



At UBC, we believe that attracting and sustaining a diverse workforce is key to the successful pursuit of excellence in research, innovation, and learning for all faculty, staff and students, and is essential to fostering an outstanding work environment. Our commitment to employment equity helps achieve inclusion and fairness, brings rich diversity to UBC as a workplace, and creates the necessary conditions for a rewarding career.

The University is committed to creating and maintaining an inclusive and equitable work environment for all members of its workforce. An inclusive work environment presumes an environment where differences are accepted, recognized, and integrated into current structures, planning, and decision-making modes. Within this hiring process we will make efforts to create an inclusive and equitable process for all candidates (including but not limited to people with disabilities). Confidential accommodations are available on request for applicants who are short-listed. Please contact Chloe Kim via email at chloe.kim@ubc.ca.

To learn more about UBC's Center for Workplace Accessibility, visit the website here <https://hr.ubc.ca/CWA>

UBC - One of the World's Leading Universities. As one of the world's leading universities, the University of British Columbia creates an exceptional learning environment that fosters global citizenship, advances a civil and sustainable society, and supports outstanding research to serve the people of British Columbia, Canada and the world.

Our Vision: To Transform Health for Everyone.

Ranked among the world's top medical schools with the fifth-largest MD enrollment in North America, the **UBC Faculty of Medicine** is a leader in both the science and the practice of medicine. Across British Columbia, more than 12,000 faculty and staff are training the next generation of doctors and health care professionals, making remarkable discoveries, and helping to create the pathways to better health for our communities at home and around the world.

The Faculty - comprised of approximately 2,200 administrative support, technical/research and management and professional staff, as well approximately 650 full-time academic and over 10,000 clinical faculty members - is composed of 19 academic basic science and/or clinical departments, three schools, and 24 research centres and institutes. Together with its University and Health Authority partners, the Faculty delivers innovative programs and conducts research in the areas of health and life sciences. Faculty, staff and trainees are located at university campuses, clinical academic campuses in hospital settings and other regionally based centres across the province.

The UBC Vancouver Campus is located on the traditional, ancestral, and unceded territory of the xʷm əθkʷəyəm (Musqueam) people. The City of Vancouver is located on Musqueam, Squamish, and Tsleil-Waututh First Nations territory.

Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the B.C. Human Rights



Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.



Job Description: Residency Program Expansion Lead, Interior Site UBC Department of Medicine

Incumbent Location

Royal Inland Hospital (RIH), Kamloops, BC

Position Summary

The University of British Columbia Residency Program in Internal Medicine (IM) is developing a new site for core IM training based in the Interior Health Region. The Faculty of Medicine Interior, including Southern Medical Program, and Interior Health Authority are playing a key role in supporting this initiative.

The University of British Columbia Residency Program in IM highly values faculty members that play a crucial role in the training of residents. They must strive to ensure that residents receive the best possible training and education and that the standards of the Royal College of Physicians and Surgeons of Canada are met or exceeded. By successfully undertaking their responsibilities in the realms of teaching, educational administration and clinical care, the Residency Program Expansion Lead can have a significant positive impact not only on the success and quality of the expansion site residency program, and also on the educational environment within their entire Department.

Qualifications and Requirements

Residency Program Expansion Leads must be certified by the Royal College of Physicians and Surgeons of Canada and be licensed to practice in the province of British Columbia. In addition, they should ideally have:

- Strong communication and interpersonal skills
- Demonstrated skill in teaching
- Leadership ability
- Resident advocacy skills and interests
- Working knowledge of the principles of adult learning and postgraduate medical education
- Additionally, they should not hold the position of Department Head or Division Chief.

Roles and Responsibilities

The Residency Program Expansion Lead is expected to undertake the following as part of the planned expansion of the IM training program to Interior Health:

1. Development of a clear program plan within Interior Health, including objectives relating to knowledge, skills, and attitudes and based upon the general objectives of training in the specialty as published in the Specialty Training Requirements of the Royal College of Physicians and Surgeons of Canada. The plan should also indicate the methods by which the objectives are to be achieved and the role played by each participating institution.



2. Work in close collaboration with the Regional Associate Dean, Interior to ensure the plan is developed in consideration of other training and education programs in the region.
3. Development and design of Tertiary and Community based training rotations within Interior Health meeting Royal College Internal Medicine Residency Specialty training requirements including Service Head identification and ensuring adequate UBC clinical faculty are engaged to deliver supervision at UBC program and Royal College standard levels.
4. Exploration of the development of a community impact/rural interest stream for IM trainees in consultation with the Southern Medical Program, Northern Medical Program and the Division of General Internal Medicine-Community.
5. Conduct of the program, including an evaluation plan for future residents to ensure that each resident is advancing and gaining in experience and responsibility in accordance with the educational plan.
6. A plan for regular review of the program to assess the quality of the educational experience on each rotation and to review the resources available in order to ensure that maximal benefit is being derived from the integration of the components of the program. The opinions of residents must be among the factors considered in this review.
7. Establishment of mechanisms to provide career planning and counseling for residents and to deal with problems such as those related to psychological stress.
8. A plan for selection of candidates for admission to the program, in accordance with policies determined by the Faculty Postgraduate Medical Education Committee.
9. A plan for assessment of performance of each resident through a well-organized program of in-training evaluation. This will include the final evaluation at the end of the program as required by the Royal College.
10. A plan for a remediation process and an appeal mechanism. The Residency Program Committee should receive and review appeals from residents and, where appropriate, refer to matter to the Faculty Postgraduate Medical Education Committee or Faculty Appeal Committee.
11. Financial management of program resources.

Committee Membership

- IM Residency Training Committee

Reporting Relationship

Within the Department of Medicine, the Residency Program Expansion Lead reports directly to the Program Director and the Associate Head, Education, who in turn both report to the Head of the Department.



Selection Progress

The Department Head or delegate (Associate Head, Education) and Program Director will agree upon a fair, transparent, open process to ensure selection of the new Program Expansion Lead.

Terms of Appointment

The Residency Program Expansion Lead will be appointed for a 1-year term. Upon successful development of a new IM residency program stream in Southern Medical Program, the expectation is that a role will be posted for an Assistant Program Director for a 3-year term.

Compensation

The Residency Program Expansion Lead director shall receive an annual payment equivalent to 0.15 FTE.

Termination

The appointment may be terminated by the Department of Medicine with the approval of the Department Head and Associate Head (Education) for:

1. Inadequate or non-performance
2. Breach of any term of the appointment
3. Upon ninety (90) days written notice

The appointment may be terminated by the Residency Program Expansion Lead upon ninety (90) days written notice.