

**Co-Director (CCFP) – Interprofessional Division of Palliative Care  
Serving the Faculty of Health Sciences (FHS)  
McMaster University**

*Vision: To humanize living and dying*

**Background**

McMaster University's Department of Family Medicine has been home to the Division of Palliative Care for over twenty years as it has been a pioneer in palliative care education, research and practice, building capacity across all areas in the Faculty of Health Sciences. With the Royal College of Physicians and Surgeons of Canada (RCPSC) and the College of Family Physicians of Canada (CFPC) both offering palliative care certification, the Division's structure and governance is evolving in keeping with a shared vision of retaining a single, strong Division of Palliative Care serving FHS.

As part of this evolution, a Co-Director leadership model is being adopted whereby one Co-Director with CCFP Palliative Care certification and one Co-Director with RCPSC Palliative Medicine certification will, together, provide overall leadership for the Division.

**Leadership Opportunity**

The Department of Family Medicine is seeking an experienced, innovative and highly collaborative physician with CCFP Palliative Care certification to fulfill the role of Co-Director, Division of Palliative Care, jointly with a Co-Director with RCPSC Palliative Medicine certification who will be recruited through the Department of Medicine.

The Division delivers a comprehensive range of academic programs in collaboration with partners across the Faculty of Health Sciences, including undergraduate and post-graduate medicine, CFPC Enhanced Skills Palliative Care Program, RCPSC Adult Palliative Medicine residency training, palliative care traineeships, and Continuing Professional Development. It initiates and participates in research at multiple levels and builds partnerships to create and foster academic scholarship, social justice, community engagement, and clinical excellence.

The Division is an acknowledged leader and champion of:

- building primary palliative care as part of comprehensive family medicine;
- the palliative approach to care;
- public health palliative care;
- interprofessional palliative care education.

### **Position Summary:**

The Division Co-Directors hold key leadership roles in the departments of Family Medicine and Medicine as a full-time or part-time faculty members and report to the respective Department Chairs. Cross accountabilities and reporting structures will be created to facilitate unified and aligned leadership. The Division Co-Directors are responsible for leading the development of a recognized program of educational scholarship and research in palliative care to meet the needs of the university, healthcare, and the broader community. This includes:

- Representing academic palliative care at the Department, University, Regional, Provincial and National levels
- Working with leaders in education to support the development, review, implementation and maintenance of effective activities across the entire educational spectrum.
- Fostering health care system transformation to build compassionate, just, and caring communities.
- Providing exemplary mentorship and support to foster a culture of community, inclusion, innovation, creativity, generosity and inter-professional development.
- Overseeing the fiscal position of the Division in accordance with respective departmental policies and physical and human resource needs.
- Overseeing a vibrant palliative care research enterprise.
- Participating in the recruitment, retention and growth of members in the Division.

### **Qualifications:**

1. CCFP certification and a license/eligibility for a license to practice medicine in Ontario.
2. Appropriate national and provincial level certification, training and competency in palliative care and palliative medicine.
3. McMaster faculty appointment or eligibility for appointment. Academic rank will be commensurate with the candidate's qualifications and experience.
4. A depth of experience in and knowledge of current trends and priorities in primary level palliative care and general knowledge related to palliative medicine.
5. Demonstrated expertise in fostering the development of palliative care within family medicine, as well as across other Faculty of Health sciences programs.
6. Demonstrated vision and skills in orchestrating strategic change.
7. Experience in capacity building within and across the profession, and as a societal deliverable.
8. Evidence of leadership/aptitude in the 4 key areas listed above in which the Division is a recognized leader,
9. Demonstrated achievement in palliative care research and demonstrated ability to foster research in an organization.
10. Demonstrated excellence in teaching a variety of learners at the undergraduate and post-graduate levels.
11. A track record of practicing effectively in a collaborative interprofessional team setting.

**Term:**

- 3 years, renewable once for a second 5-year term
- Desired start date of September 1, 2024; however, applications will continue to be accepted until the position is filled.

Expressions of interest, along with curriculum vitae, can be forwarded to:

Cathy Risdon  
Professor and Chair, Department of Family Medicine  
Faculty of Health Sciences  
E-mail: [fmchair@mcmaster.ca](mailto:fmchair@mcmaster.ca)

McMaster University is strongly committed to employment equity within its community and to recruiting diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.