

EMPLOYMENT OPPORTUNITY

Women's College Hospital is the first and only independent, academic, ambulatory care hospital in Ontario with a primary focus on the health of women. If you're ready to be part of the future of healthcare, then you will want to join an institution in which the possibilities for creative innovation, breakthroughs in new thinking and groundbreaking work in academic ambulatory medicine are limitless. Women's College Hospital is committed to patient safety as a key professional value and an essential component of daily practice.

An exciting **regular full-time** opportunity as an **Evaluation Scientist (Competition #299.18)** exists in the Centre for Ambulatory Care Education and University of Toronto, MD Program.

The Evaluation Scientist will work with both the Centre for Ambulatory Care Education (CACE) and University of Toronto, Medical (MD) Program. The successful candidate must be eligible to hold an academic appointment (status-only) at the University of Toronto and will play a leadership role in the program evaluation of the MD Program.

The Evaluation Scientist will play a prominent role in the development and implementation of a program evaluation strategy for Education at WCH through CACE. The Evaluation Scientist will develop and lead a scholarly program of research related to the evaluation of education programs in ambulatory care settings that will be recognized as leading in Canada and internationally. The Evaluation Scientist will collaborate closely with the Directors of Curriculum, Foundations and Clerkship; the Course Directors and Wilson Centre Scientists affiliated with the MD Program on the design, development, implementation, execution, and verification of the program evaluation processes related to the MD program at the University of Toronto

Summary of Duties, but not limited to:

Research/Scholarship duties primarily focused around the development of an approach to education program evaluation suited to ambulatory settings and undergraduate medical education:

- Designs and develops a theory-based program evaluation model for the University of Toronto MD Program and WCH, informed by state-of-the-art evaluation theories/methodologies
- Mentors, collaborates, and consults with other education scientists, education researchers, clinician investigators and graduate students regarding research programs and projects in health professions education
- Responsible for applying for external funding (i.e. health professional education competitions and national granting agencies etc.) to support program evaluation and innovation relevant to the strategic goals of the organization and the MD Program
- Ensures approvals are received from senior stakeholders for Research Ethics Board applications, Research protocols, Grant applications etc.
- Publishes results of research investigations in peer-reviewed journals and other venues as appropriate (i.e. books, book chapters, etc.)
- Accountable for the presentation of results of research investigations and best practice findings at national and international meetings
- Participates in various activities that further the research activities of CACE (i.e. annual research day, monthly education rounds, summer institute, etc.) and the CACE Collaborative Network (i.e. rounds, journal clubs etc.)
- Serves as the liaison for strategic education evaluation partnerships (e.g. University of Toronto and TAHSN)

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- Participates in the CACE Scientist Committee, the CACE Internal Team and contributes to the WCH Education Council as required. Participates in the Foundations Committee, the Clerkship Committee and the Curriculum committee, and co-chairs the Program Evaluation Committee of the MD Program
- Identifies gaps in the evaluation system of the MD Program that affect evaluation impact and recommendation of new evaluation approaches to address those gaps

Program Evaluation responsibilities which involve working with program leaders at WCH and curriculum leads and course directors at U of T to develop theoretically-grounded evaluation plans specific to individual program needs:

- Leads a high-quality independent evaluation program relevant to health professional education at both WCH and the U of T MD program
- Collaborates with the director of CACE to set key priorities for program evaluation initiatives in alignment with Women's College Hospital's strategic plan
- Consults with Vice Presidents, Directors and Chiefs at WCH in setting priorities for the design and implementation of research and evaluation projects
- Develops and implements evaluation projects specific to the needs of WCH programs, this includes the planning and coordination of evaluation activities, data analysis, the development of recommendations and presentation of recommendations to program leads
- Oversees the administration and data management of the evaluation program
- Reviews all relevant evaluations at the U of T MD Program and its utilization, analyzing for areas of strength and weakness to provide recommendations, inform curricular change, and to track effectiveness of curricular changes

Supervising/mentoring learners enrolled in the CACE fellowship program and provides mentoring to Education scholars at the U of T MD program when required:

- Supervises CACE fellows in the field of health profession education research, Research Assistants, Graduate and Undergraduate students
- Monitors progress of research and scholarly projects of CACE fellows
- Provides mentorship to course directors in the MD program regarding the completion of scholarly projects

As a role model and champion you will work to identify and integrate safe, best practices into daily activities to foster the delivery of safe and exemplary care.

The responsibilities described above are representative and are not to be construed as all-inclusive.

Qualifications/Skills:

- PhD degree with a focus on Behavioural or Social sciences/ Education
- Three (3) to five (5) years of related experience in a research environment and/or an academic hospital
- Experience as a research lead (i.e. completing research ethics, manuscript writing) demonstrated by a record of prior publications in peer-reviewed education journals as first or senior author, required
- Knowledge and skills in educational design, program evaluation approaches, models and methodologies
- Theoretical training must be accompanied by experience applying models of evaluation into health professions education (e.g. medical education, surgical education, nursing education etc.) previous experience in undergraduate and postgraduate healthcare education is preferred.

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- Previous experience conducting research in academic healthcare settings (including qualitative and quantitative data collection, analysis and interpretation). Experience can be in the form of research conducted as part of PhD training or prior research positions
- The incumbent must have experience working with academic leadership as evidenced by work on academic committees either as a faculty member or trainee.
- Ability to work effectively both in a team environment and independently.
- Strong verbal, interpersonal, and written communication skills are required
- Proficiency with Microsoft Office (Word, Excel, PowerPoint, Outlook)
- Professional behavior and communication that meets the standards of the professional regulatory college or association, as applicable, and the standards of Women's College Hospital
- This position plays a critical role in acting as an advocate for safety and will demonstrate principles, practices and processes that will optimize a safe environment for all

POSTING DATE: Thursday November 8, 2018

Please forward resumes via email to HR@wchospital.ca with your name and the competition number in the subject line. (Example: Jane Smith, 1.16)

We thank you for your interest, however, only qualified applicants who are selected to be interviewed will be contacted.

Women's College Hospital is a fully affiliated teaching hospital of the University of Toronto and is committed to fairness and equity in employment and our recruitment and selection practices. We encourage applications from Indigenous peoples, people with disabilities, members of sexual minority groups, members of racialized groups, women and any others who may contribute to the further diversification of our Hospital community. Accommodation will be provided in all parts of the hiring process as required under our Access for People with Disabilities policy. Applicants need to make their requirements known in advance.