

## JOB POSTING

<b>Position Title:</b>	Senior Advisor, Evaluation
<b>Department:</b>	Health System Performance
<b>Reports To:</b>	Director, Performance Measurement, Health System Performance
<b>Location:</b>	Toronto
<b>Number of Positions:</b>	1
<b>Status:</b>	Temporary, Full-Time (3 month contract)
<b>Posting Period:</b>	December 12 – Until Filled
<b>Competition Number:</b>	2017-154

Health Quality Ontario is the provincial advisor on the quality of health care. With the goal of excellent care for all Ontarians, Health Quality Ontario reports to the public on how the system is performing, develops standards for what quality care looks like, evaluates the effectiveness of new health care technologies and services, and promotes quality improvement aimed at sustainable positive change. Visit [www.hqontario.ca](http://www.hqontario.ca) for more information.

### THE OPPORTUNITY

Reporting to the Director, Performance Measurement, Health System Performance, the Senior Advisor, Evaluation is responsible for assisting the Director with the strategic planning and implementation of a cross-organization opioid initiative evaluation, including but not limited to:

- Working with other HQO branches, an external research team and approximately 8 external collaboration partners to design and implement the evaluation
- Developing foundational documentation to support the evaluation (e.g. Project Management documents, Data Sharing Agreements, governance model materials)

The Senior Advisor, Evaluation may also be required to work on other organization-wide strategic initiatives.

### WHAT CAN I EXPECT TO DO?

- Manage the evaluation on behalf of approximately 8 collaborating partners, based on direction from the external evaluators;
- Work with and be the single point of contact for the evaluation for HQO team members (HSP and QI), all participating partners, and the evaluation team
- Develop implementation plans and timelines for the project, in collaboration with others within Health Quality Ontario and externally
- Develop a project management strategy and maintain project management tools including but not limited to Project Charters, Gantt, Risk Management, and Stakeholder engagement maps

- Pull together project teams from HSP staff, as needed;
- Responsible for ensuring that plans are followed, timelines are met and objectives are achieved.

### **Relationship building and partnerships**

- Develops relationships with peers and associates across the HQO organization, researchers and representatives of collaboration organizations to understand evaluation opportunities and issues, share information, and resolve issues.

### **HOW DO I QUALIFY?**

To be considered for this opportunity, you will have:

#### **Education:**

- Required: Master's degree in a related field

#### **Experience:**

- Required: 5 years' experience in a health care policy development or implementation role, and a background knowledge and understanding of Ontario's health system and performance measurement.
- Preferred: 7+ year's relevant experience in a health care policy development or implementation role, and a background knowledge and understanding of Ontario's health system and performance measurement.

#### **Key Competencies:**

- Ability to lead teams to achieve goals through facilitation, problem solving, decision-making and conflict management skills; team player, flexibility.
- Proficiency in MS Office Suite in particular Outlook, Word, PowerPoint and Excel.
- Attention to detail – to ensure accuracy.
- Initiative and independence – the ability to take appropriate action and anticipate organizational needs.
- Objectivity, integrity – the ability to seek and weigh opinions and evidence – compromising where necessary on ways and means but not on principles or goals.
- Strong interpersonal skills, including the ability to resolve team conflicts, exercise diplomacy, achieve consensus and work effectively with internal staff
- Excellent judgment in setting priorities, identifying issues and determining action required; adept at balancing major concurrent tasks and projects.
- Strong organizational skills.
- Ability to work autonomously in determining work objectives and can work in a self-directed manner as defined within the overall context of the project plan.
- Diplomacy and tact – the ability to deal effectively with colleagues, stakeholders and the public.
- Adaptive presentation style and ability to craft messages appropriate to background, interest, language, culture, and reading levels of diverse audiences, including the general public, health professionals, policy makers and researchers.

#### **Key Organizational Competencies:**

- **Think Strategically:** Think broadly to build long-term success; understand health care system impacts and maintain internal alignment.

- **Develop People:** Grow leadership capacity by investing time and resources to attract, retain and develop people. Build skills.
- **Be Agile:** Quickly respond to and shape an ever-changing health care system. Adapt, navigate and thrive in changing circumstances.
- **Act as One Organization:** Align on and build consistent business processes; set standards to ensure effective, quality health care delivery.
- **Nurture Partnerships and Relationships:** Cultivate effective and influential working relationships (internal and external) and collaborate to achieve mutually beneficial goals. Work effectively across the system.
- **Build Credibility:** Take personal ownership for delivering results and adding value in every interaction. Continually earn our place as a critical player in the Health Care landscape.

*Qualified applicants are invited to submit a covering letter and resume to [HQORes@hqontario.ca](mailto:HQORes@hqontario.ca), quoting the above competition number as well as your name. Resumes will be reviewed 5 days after posting and will continue to be reviewed until the position is filled. We thank all candidates for their interest, however, only those selected for an interview will be contacted.*

*Health Quality Ontario is committed to meeting the needs of all individuals in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code. Should you require accommodations during the recruitment and selection process, please contact Human Resources*

*For additional information on Health Quality Ontario, please visit our website at [www.hqontario.ca](http://www.hqontario.ca).*