



Currently seeking:

Medical Director

About

Humber Meadows Long-Term Care (HMLTC) is a modern, not-for-profit home located in northwest Toronto, proudly operated in partnership with Humber River Health.

Home to 320 residents, we provide compassionate, person-centred care in a safe, inclusive, and nurturing environment. Our dedicated team is committed to enhancing quality of life through individualized care, meaningful engagement, and a strong sense of community.

Designed with comfort and connection in mind, Humber Meadows offers bright living spaces, nutritious home-style meals, and engaging programs that support physical, emotional, and social well-being.

Conveniently situated in Toronto, our home is part of a growing, dynamic community that values diversity, collaboration, and inclusion. With the support of Humber River Health and our passionate team, Humber Meadows Long-Term Care is more than a place to live. it's a place to belong, to thrive, and to call home.

Position Overview

The Medical Director reports to the Executive Director. They are responsible for the leadership of medical services and programs at HMLTC. The Medical Director provides oversight of Attending Physicians and ensures all clinical programs and services comply with Ministry of Long-Term Care (MLTC) regulations, as well as HMLTC and Ontario Medical Association policies.

Responsibilities

Clinical & Medical Leadership (60%)

- Supports and directs Attending Physicians consistent with the established model of care
- Serves as an Attending Physician at HMLTC
- Supports the development of care standards in conjunction with the interprofessional team
- Provides medical expertise and support for residents with complex medical issues including, but not limited to, acute and chronic situations, palliative care, and adverse medical episodes
- Oversees the monitoring, measurement and quality improvement of medical care at HMLTC; develops strategies for exceptional people-centred care
- Commits to continuing medical education and maintaining current knowledge and practice in geriatrics and gerontology; supports educational opportunities for Attending Physicians and nursing staff
- Provides or arranges for medical services to be provided for all residents who do not have an Attending Physician at HMLTC
- Serves as medical liaison with local hospital(s) and other health care organizations regarding potential and current residents
- Co-operates with and is available during MLTC inspections regarding medical issues
- Responds to inquiries from the Office of the Chief Coroner regarding death investigations
- Provides such other services related to the provision of medical services at HMLTC which are reasonably required and are jointly agreed upon with the Executive Director

Operational Excellence (30%)

- Works effectively and efficiently with members of the interprofessional team, including the Attending Physicians, to ensure the highest level of resident care
- Regularly communicates with Attending Physicians on relevant policies, procedures and responsibilities
- Ensures all Attending Physician absences are covered
- Ensures appropriate on-call coverage has been arranged for all residents in accordance with the LTC on-call program as established between MLTC and Ontario Medical Association
- Participates in quality improvement activities in collaboration with HMLTC and the interprofessional team

- Works closely with HMLTC’s interprofessional team to implement standard operating procedures and clinical protocols to improve care outcomes and experiences for residents, and their families
- Reviews, investigates and provides reports/advice related to situations of potential clinical risk; works closely with the Director of Care to mitigate risk
- Conducts audits of resident care plans and suggests adjustments/changes to ensure clinical excellence
- Advises Executive Director on matters pertaining to medical care and services
- Actively participates in the Professional Advisory Committee
- Participates in other quality improvement activities as requested
- Is present on-site at the Home at least weekly

Human Resource Management (10%)

- Provides input, and collaborates with the Executive Director, regarding the selection of Attending Physicians
- Serves as the key contact for all concerns related to Attending Physicians
- Ensures all Attending Physicians adhere to MLTC regulations as well as HMLTC and OMA policies, procedures, and best practices; provides support re performance management as needed.

Qualifications

Education

- Equivalence of education to become a medical doctor - required
- Health or business administration - preferred

Certifications

- License to practice medicine in Ontario - required
- Member in good standing of College of Physicians and Surgeons Ontario – required
- Completion of Ontario Long – Term Care Clinicians Medical Director Course – required
- Courtesy privileges at a local acute care hospital is an asset

Experience

- 3-5 years as a Medical Director – required
- 1 – 3 years’ experience as a Medical Director in a Long-Term Care - preferred
- Minimum 1 year experience as Attending Physician in Long-Term Care - preferred
- Experience in gerontology, senior’s care, or palliative care - preferred

Skills & Knowledge

- Gerontology or Long-Term Care experience
- Strong clinical governance and quality improvement experience
- Highly-developed interpersonal skills
- Demonstrated ability to work effectively as part of a team
- Demonstrated excellence in effectively organizing and prioritizing work assignments
- Point Click Care, eConnect - preferred
- Experience working with residents / families/care-partners in long-term care - preferred
- MS Office (Outlook, Word, Excel, PowerPoint, Teams), Zoom

How to Apply

**Please apply in confidence to:
Stephanie Karapita, HMLTCH Executive Director
skarapita@humbermeadows.ca**