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**Position: Manager of Radiation Therapy**  
**File#: 2020-16614**  
**Status: Full-Time Permanent**  
**Role Level: Manager**  
**Hours of Work/Shift: Monday-Friday, 8 a.m.-4 p.m.**  
**Posted: March 11, 2020**  
**Deadline: April 11, 2020**

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Trillium Health Partners (THP) is one of the largest community-based acute care facilities in Canada. Comprised of the Credit Valley Hospital, the Mississauga Hospital and the Queensway Health Centre, Trillium Health Partners serves the growing and diverse populations of Mississauga, West Toronto and surrounding communities and is a teaching hospital affiliated with the University of Toronto.

**Our Mission: A New Kind of Health Care for a Healthier Community**

When we set out to build our vision and future, we connected with our community - patients, families, visitors, physicians, staff and volunteers. The foundational goals of our new strategic plan - quality, access and sustainability - anchor everything we do. Our mission for a new kind of health care is built on an inter-connected system of care organized around patients - inside and outside the hospital.

At THP, we are relentless in providing high quality, compassionate care to our communities and take great pride in fostering an inclusive and accessible environment and we are all accountable for contributing to a healthy, safe and respectful environment for healing and promoting excellence in patient care through advancing patient and staff safety. If you are passionate about what you do, motivated to improve the health of the community, committed to excellence, quality and patient safety we would like you to join our Better Together team!

The Oncology Program at Trillium Health Partners (THP) is one of thirteen Regional Cancer Programs in the Province of Ontario. As a rapidly growing cancer care centre, THP has an exciting opportunity for a driven leader who will provide inspirational and innovative leadership for the **Radiation Therapy Program** at the Carlo Fidani Regional Cancer Centre at the Credit Valley Hospital site.

The mandate of the Radiation Program at The Carlo Fidani Regional Cancer Centre will ensure the delivery of the highest quality, leading edge care for cancer treatment for our patients. Our comprehensive Regional Cancer Centre, in partnership with Ontario Health (Cancer Care Ontario) provides a broad range of cancer services including radiation treatment, systemic therapy, supportive care, surgical oncology, prevention, screening and clinical research to patients and their families in the Mississauga Halton Central West region, encompassing 16% of Ontario's population.

**Job Description:**

You are a leader known for excelling in engaging people, being a skilled planner and decision maker with recognition for leading performance excellence. You value patient-focused care, team development, embrace accountability, and facilitate change management.

Reporting to the Program Director of Oncology and partnering with physician leaders, you will be responsible for program operations, patient experience and patient-focused care, human resource management, evaluation of the performance of radiation therapy and nursing staff, the delivery of excellence in clinical practice and provide guidance that fosters continuous professional growth and the continuous development and quality and safety initiatives with program partners. Establishing collaborative partnerships across our hospital sites and regional partner hospitals will be a driver to the successful culture and development of service delivery models and innovations in radiation services and patient care.

The successful candidate must also share our THP values of Excellence, Compassion, and Courage.

### **Qualifications:**

- Preferred Medical Radiation Therapist (MRT) in Good Standing with the College of Medical Radiation Technologists of Ontario (CMRTO) or other relevant discipline in good standing with regulatory college.
- Baccalaureate degree required
- Master's degree preferred, MHA or MBA Preferred
- Minimum ten years of related experience with at least five years' experience in a supervisory position; or the equivalent combination of education and experience
- Strong background in clinical care as well as administrative experience
- Exceptional interpersonal and communication skills
- Strong leadership abilities and motivational skills
- Demonstrated ability to facilitate teamwork, collaboration, and partnership
- Dynamic, adaptive, insightful individual
- Ability to keep abreast with the pace of a constantly changing healthcare environment

### **Responsibilities:**

#### **Human Resource Management**

- plan recruitment, training, education and ongoing competency
- mentor and develop staff for career growth and succession
- provide timely and active communication with staff
- approve staff operational and vacation schedules and payroll
- manage staff within collective bargaining agreements

#### **Leadership and Organizational Support:**

- participate in the Oncology Program strategic and operational planning
- provide expertise to programs, committees, best practice initiatives and healthcare professional & patient education
- remain current with technical advancement & network with peers for benchmarking, best practice and, problem-solving

- manage care processes that enable each team member to deliver high quality care and achieve excellence in professional practice ensuring compliance with regulatory standards
- develop, plan and implement innovative and efficient ideas that enhance service delivery and cost effectiveness
- provide accessible and flexible leadership in fast paced ambulatory setting

**Technical and Clinical Management:**

- guide development of and approve policies, processes and procedures
- partner with affiliated services and supports to manage equipment maintenance programs

**Financial Management:**

- manage budget and analyze variances
- collaboratively plan for capital equipment purchase and replacement
- manage inventory management system

**Patient and Staff Safety and Quality Risk Management:**

- develop/implement quality activities to maximize service and minimize patient risk
- review and analyze data for trends, coordinate quality improvement initiatives and, guide corrective actions
- responsible for providing a safe working environment for staff and supporting safety initiatives in collaboration with the Occupational Health and Safety department
- support a culture of Respect, Excellence and Learning

Internal Candidates who believe they possess the necessary qualifications and experience for this position and who have been in their current position for at least six (6) months are encouraged to apply.

*Trillium Health Partners is an equal opportunity employer committed to fostering a healthy, safe and respectful environment for healing, based on our values compassion, excellence and courage. To be Better Together, we commit to fostering a respectful workplace culture that promotes a safe and supportive environment for everyone who provides care, supports caregiving, receives care or visits the hospital.*

*In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code Trillium Health Partners will provide accommodations throughout the recruitment and selection process to applicants with disabilities. If selected to participate in the recruitment and selection process, please inform Human Resources of the nature of any accommodation(s) that you may require in respect of any materials or processes used to ensure your equal participation.*

*All personal information is collected under the authority of the Freedom of Information and Protection of Privacy Act.*

*Trillium Health Partners is identified under the French Language Services Act.*

*We thank all those who apply but only those selected for further consideration will be contacted.*