

MANAGER, PRENATAL SCREENING ONTARIO, BORN ONTARIO



Permanent Full-Time (1.0)

Job Description:

Are you passionate about improving outcomes for pregnant individuals and their babies? Do you enjoy building strong relationships with strategic partners and the public and managing teams to achieve success? Do you want to help drive new, nation-leading initiatives in prenatal screening, working with a team as passionate as you are about perinatal and child health? Look no further than the position of Manager of Prenatal Screening Ontario, a program within BORN Ontario! Reporting to the Director of Prenatal Screening Ontario, you'll be responsible for overseeing the development, implementation, and delivery of a comprehensive operational plan, as well as supporting the growth of the screening portfolio across Ontario. Plus, you'll have the chance to liaise with the public, practitioners, organizations and agencies in support of novel initiatives that close care gaps and enable care quality improvement. If you're an experienced health systems leader with a passion for reducing barriers, promoting equitable care, and leveraging critical health data to drive improvements in service delivery, we want to hear from you!

POSITION SUMMARY

This Manager role is responsible for the operational activities of both Prenatal Screening Ontario (PSO) and BORN's Complex Perinatal Portfolio (CPP). The Manager is responsible for engagement with internal and external partners in screening service planning and delivery, monitoring and reporting on screening system quality. Other key components of this position include supporting the development and submission of recommendations and proposals to the Ministry of Health and other funding partners. The Manager is also responsible for developing and monitoring operating budgets, and for managing human resources.

RESPONSIBILITIES:

Manage and facilitate the activities of the Prenatal Screening Ontario team

- Oversee team activities and functions relating to recruitment, interviewing, hiring, supervising and completing performance appraisals for program staff members.
- In collaboration with the PSO Director, Medical Director(s) and BORN leadership, set program goals, develop and implement an annual work plan, and evaluate and adjust the work plan throughout the year.
- Establish structures required to meet program goals and coordinate the management of multiple projects to ensure that all project mandates and goals are achieved and evaluated within an agreed upon time frames and resources.
- Work with key provincial stakeholders to coordinate the development, dissemination and communication of education and informational resources to meet the needs of care providers and pregnant women/families.
- Identify and coordinate opportunities to enhance general knowledge about prenatal screening issues for stakeholders, providers and the public

- Manage other project staff/consultants as required to ensure specific work activities are completed and deadlines met.
- Perform work in accordance with the provisions of the Occupational Health and Safety Act and Regulations and all CHEO corporate/departmental policies and procedures related to Occupational Health and Safety.
- Collaborate with the PSO Leadership and team members in the development and facilitation of recommendations to enhance and improve prenatal screening in Ontario
- Design and implement strategic initiatives that will improve the integration of prenatal screening services in order to achieve better outcomes in
 - Patient experience
 - Quality and efficacy of care
 - Overall system performance
 - Cost control
- Document province-wide patterns and trends in the delivery of prenatal screening and coordinate and contribute to the development of published reports about prenatal screening in Ontario.
- Work with the PSO Director and Medical Director(s) to establish and maintain a process for outcome analysis as part of the ongoing quality assurance / improvement strategy
- Triage prenatal screening issues as they arise and ensure processes to ensure resolution and communication to the appropriate parties.
- Maintain links with regional testing centres and community laboratories to ensure strong communication, that standards are followed and high quality of care is maintained
- Work with the Medical Director(s) and Expert Committees to periodically review and revise the prenatal screening guidelines, and to develop relevant recommendations for the Ministry of Health
- Ensure alignment of important initiatives with key performance measures and priorities

Oversight for the Complex Perinatal team

- Develop and implement CPP strategic priorities, goals and objectives within the framework of the BORN vision and mission, ensuring alignment between BORN, CHEO, and provincial and national strategies
- Work with the relevant provincial and national stakeholders to ensure strong partnerships, definition and achievement of deliverables, and funding sustainability for the complex programs
- Ensure visibility and understanding of the Complex Perinatal portfolio (including Fertility, Congenital Anomalies, and Newborn Screening Ontario data) within the larger BORN team
- Coordinate and oversee the portfolio team in maintaining stakeholder alliances to support the collection of registry data and allow providers and patients to benefit from the information gathered

Participate as a key member of the BORN Management Team

- Contribute to overall decision making as a key member of the BORN Management Team
- Provide recommendations to support strategic planning and setting short- and long-term goals for BORN
- Provide summary reports and presentations to internal and external stakeholders, including local, provincial and national organizations.
- Participate on local, provincial, national and international working groups and committees.
- Contribute and participate in the advancement and dissemination of knowledge through presentations and publications.

- Apply effective facilitation, communication and negotiation skills when working with all internal and external stakeholders as necessary.
- Exemplify and advance BORN's health equity journey to promote equity, diversity, inclusion, justice, and indigeneity within BORN, its data holdings, and its stakeholder relations for the betterment of all pregnant and birthing people in Ontario.

Perform other related duties as assigned by supervisor.

QUALIFICATIONS

- Master's degree in relevant health discipline (Essential)
- Minimum five (5) years of health care experience, preferably in the Ontario setting (Essential)
- Previous experience in a management / leadership role (Essential)
- Demonstrated system-level experience with prenatal or other population-level screening programs (Preferred)
- Familiarity with clinical laboratory service and practice (Preferred)
- Demonstrated expertise and knowledge of privacy and security requirements of a Prescribed Registry (Preferred)
- Demonstrated leadership skills that can be employed in a complex environment with multiple stakeholders (Essential)
- Demonstrated ability to work in a collaborative manner in a multidisciplinary setting (Essential)
- Ability to set priorities and meet program goals in the face of multiple demands (Essential)
- Well-developed communication skills to prepare reports and deliver oral presentations (Essential)
- Knowledge of database and reporting solutions (Essential)
- Bilingual (English and French) (Preferred)

Compensation Pay Range:

\$60.07-\$73.01

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