



MEDICAL OFFICER OF HEALTH – TORONTO PUBLIC HEALTH

The City of Toronto is seeking a dynamic and visionary **Medical Officer of Health** to play a crucial role and guide the Toronto Public Health organization into a future where all people can be healthy and thrive. Reporting to the Board of Health and in coordination with the Deputy City Manager, the Medical Officer of Health will be at the forefront of shaping innovative public health strategies that address both emerging and long-standing health challenges, with a focus on promoting equity, resilience, and community well-being.

The City of Toronto

Toronto is Canada's leading economic engine and one of the world's most diverse and livable cities. As the fourth largest city in North America, Toronto is home to more than 2.9 million residents whose diversity and experiences strengthen our great city. Toronto is an international leader in technology, finance, film, music, culture, and innovation. Toronto consistently places at the top of international rankings due in part to investments championed by residents and businesses, and in turn led by Toronto City Council and carried out through the work of the Toronto Public Service.

Toronto Public Health

[Toronto Public Health](#) (TPH) reports to the [Board of Health](#) and is responsible for the health and well-being to more than 2.9 million residents, striving to reduce health inequalities and improve the health of the entire population by delivering services that meet community health needs, comply with Ontario Public Health Standards, and make wise use of human and financial resources. Today, TPH is the largest public health unit in Canada and the 5th largest in North America with over 1,800 employees.

Key Responsibilities

In this role, you will be responsible for advancing Toronto Public Health's [Strategic Plan 2024-2028](#), which is centered on strengthening health protection, promoting mental health, and advancing health equity across the city's diverse population. This is a unique opportunity to lead in a city that is a global leader in public health, technology, and cultural innovation.

The Medical Officer of Health will focus on several key priorities to ensure success in the coming months and years. Central to this will be building and managing relationships, both internally within the political and bureaucratic systems—including the City Manager, Deputy City Managers, and Division Heads—and externally with a wide range of stakeholders. Effective budget and financial resource management will also be crucial, particularly in a period of fiscal constraint.

In addition to these responsibilities, maintaining strong relationships with all Board members will be vital. Understanding their perspectives, keeping them informed, and helping them understand the significance of strategic and policy initiatives will be essential for collaborative progress. The new leader will also need to establish their own brand, becoming a sought-after voice on various initiatives while navigating and leveraging the City's administrative system to work effectively within it.

A key priority will be implementing the current strategic plan while remaining responsive to community needs and effectively managing the budget in a period of fiscal constraint. Building strong connections with Public Health Ontario, leaders across the health sector, and provincial/national counterparts will be imperative. Engaging with both external and internal partners on health and non-health-related issues will help position Toronto Public Health (TPH) as a central player in city development.

Equally important will be fostering a cohesive team, ensuring efficient operations, and maintaining high staff satisfaction, engagement, and performance. Succession planning for key leadership roles within the organization will also be critical. Addressing and advancing priority policy and program areas—such as social determinants of health, income inequality, poverty reduction, climate change, Indigenous health, marijuana regulation, substance use and harm reduction (including but not limited to safe injection sites), student nutrition, toxins, air quality, healthy living, seniors' health, chronic disease, mental health, infectious diseases, and health equity—will require dedicated attention. Finally, garnering positive media attention, effectively communicating and promoting TPH's work, and maintaining or increasing TPH's reputation with the citizens of Toronto, the Province, and nationally will be crucial for overall success.

Candidate Profile

The ideal candidate for this role is a **visionary leader** and **strategic thinker** who thrives in a fast-paced, complex environment. They are:

- **An Excellent Communicator:** Able to articulate a compelling vision and engage diverse audiences, from government officials to community members.
- **A Relationship Builder:** Skilled at fostering strong, collaborative relationships across sectors, with a deep commitment to community engagement.
- **Calm in the Storm:** Demonstrates resilience and adaptability, capable of leading through crises with clarity and compassion.
- **Innovative and Forward-Thinking:** Always looking ahead to anticipate public health challenges and proactively develop solutions that enhance community well-being.
- **Equity-Driven:** Passionate about reducing health disparities and improving outcomes for all Torontonians, especially those in equity-deserving groups.
- **Ethical and Empathetic:** Upholds the highest standards of integrity and demonstrates a deep empathy for the populations served.
- **Effective with Finance and Budgets:** Manages the budget, particularly during periods of fiscal constraint, ensuring that financial resources are allocated efficiently and aligned with strategic priorities.

Qualifications

- **Academic Requirements (Required by the HPPA):** A certificate, diploma or degree from a university in Canada that is granted after not less than one academic year of full time post graduate studies or its equivalent in public health comprising, epidemiology, quantitative methods, management and administration, and disease prevention and health promotion.
 - **OR** a qualification from a university outside Canada that is considered by the Minister to be equivalent to the qualifications set out in clause (b) of the HPPA.
- **License and Qualifications (Required by the HPPA):** A license to practice medicine from the

College of Physicians and Surgeons of Ontario (CPSO) with a minimum of five years as a physician, and a Fellowship in Public Health and Preventive Medicine from the Royal College of Physicians and Surgeons of Canada.

- **Extensive Public Health Experience:** A proven track record in public health leadership, with significant experience managing complex public health programs and initiatives.
- **Strategic Acumen:** Demonstrated ability to develop and execute innovative public health strategies that address both current and emerging health challenges.
- **Legislative Knowledge:** Deep understanding of relevant legislation, public health standards, and best practices.

To apply to this executive leadership position with Toronto Public Health, submit your application to **Phelps** by clicking here <http://bit.ly/3FwJAMU>

Application deadline: **April 18th, 2025**



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