

## CAREER POSTING

<b>POSITION:</b>	Clinical Director (Practice Ready Assessment – BC)
<b>DEPARTMENT:</b>	HEABC Recruitment Solutions
<b>STATUS:</b>	Full-time
<b>CLOSING DATE:</b>	Until filled

The Health Employers Association of British Columbia (HEABC) takes a provincial leadership role in human resources and labour relations issues management for more than 230 publicly funded health care employers.

Practice Ready Assessment – British Columbia (PRA-BC) is an assessment program for internationally educated physicians who completed residencies in family medicine outside of Canada and who have no alternative pathway to licensure in British Columbia. PRA-BC is administered by the Health Employers Association of BC (HEABC) and is a collaborative venture between the College of Physicians and Surgeons of British Columbia, the Joint Standing Committee on Rural Issues comprised of representatives from the provincial government and Doctors of BC, the University of British Columbia Faculty of Medicine's Division of Continuing Professional Development, and regional health authorities.

PRA-BC was first established as a pilot program in 2015. Since its inception the program has successfully assessed 175 family physicians. The Clinical Director, in close concert with HEABC leadership, the PRA-BC Program Manager, the PRA-BC Steering Committee, and other program stakeholders, will lead key aspects of the program's continued evolution and expansion.

The successful candidate may choose to work in a hybrid model (combination of in-office and flexible work location) and will live within the province of BC. The successful candidate must be fully vaccinated against COVID-19; proof of Vaccination is required.

For more information, visit [www.heabc.bc.ca](http://www.heabc.bc.ca) and [www.prabc.ca](http://www.prabc.ca).

### OPPORTUNITY:

The Clinical Director is responsible for all components of PRA-BC's clinical assessments, including but not limited to:

- Screening applicants to ensure suitability for entry to the program.
- Ensuring alignment of the PRA-BC program with the Medical Council of Canada's National Assessment Collaboration for Practice Ready Assessment and its published Pan-Canadian Family Medicine PRA Standards and Processes
- Leading and coordinating quality assurance for the Clinical Field Assessments (CFAs), including:
  - Liaising with the College of Physicians and Surgeons of BC to review and maintain the required standards and CFA reports for candidate assessments;
  - Confirming appropriate CFA facilities and supports for candidates are in place; and
  - Ensuring all CFA assessment reports are detailed and defensible.

- Developing and maintaining policies and procedures relating to clinical field assessments (CFA), assessor training, candidate screening, and CFA evaluation tools.
- Developing and maintaining a broad range of partnerships with internal and external stakeholders to achieve PRA-BC's mandate.
- Making recommendations to a Steering Committee comprised of the program's key stakeholders.

The Clinical Director is a full-time equivalent position, which may be facilitated through a service contract with HEABC.

### Required Knowledge and Experience

- Medical Degree and a minimum of five (5) years of clinical experience and five (5) years working in medical administration, preferably in a leadership capacity.
- Hold an unrestricted license with the College of Physicians and Surgeons of British Columbia.
- Familiarity with the theories and principals of adult teaching and learning.
- Knowledge of local and national context relevant to International Medical Graduate (IMG) practice readiness.
- Experience managing multiple complex projects; quality assurance processes, and conflict resolution.
- Excellent communication skills, written and oral, along with the ability to conduct one's self at all times with tact, discretion, confidentiality and patience.
- High degree of accuracy and attention to detail required.
- Ability to conduct oral presentations to small and large audiences.
- Must be flexible and able to work in a team environment.
- Intermediate to advanced knowledge of Word, Excel, Access, PowerPoint, email, and relevant software and online systems (e.g. LiveMeeting, Skype, Webinars, Interactive Web Sites)

### HOW TO APPLY:

Please submit a cover letter and resume outlining your experience to:

**Human Resources, HEABC**  
**300-2889 East 12th**  
**Vancouver, BC V5M 4T5**  
**Email: [careers@heabc.bc.ca](mailto:careers@heabc.bc.ca)**

*HEABC is committed to creating a diverse work environment that represents a variety of perspectives and skills, where all staff are treated fairly and equitably. We encourage qualified candidates from all races and ethnicities, all genders and sexual orientations, and persons with all abilities to apply. We take seriously our duty to create and sustain a culture that is healthy, accessible and rewarding for all staff, and recognize that the more inclusive we are, the better our work will be.*