



ROLE TITLE:	Clinical Lead, Gender-Affirming Care
REPORTS TO:	Provincial Medical Director, Cancer Control
OPERATIONAL ACCOUNTABILITY TO:	Manager, Emerging Guidelines and Programs, Cancer Screening
LOCATION:	Downtown Toronto - 525 University Avenue/Virtual
ANTICIPATED TIME COMMITMENT:	0.1 FTE (0.5 day per week) for 52 weeks per year
TERM:	2 years with option for 1-year renewal
No. of OPPORTUNITIES:	1 (one)
POSTING DATE:	January 15, 2025
CLOSING DATE:	January 30, 2025

POSITION SUMMARY

Ontario Health is seeking expressions of interest from physicians for the position of **Clinical Lead, Gender-Affirming Care**. This is a unique opportunity to provide strategic leadership to Ontario Health’s Emerging Guidelines and Programs team on the development of evidence-based policies and guidance on gender-affirming care, to ensure that such care is delivered in Ontario to eligible gender-diverse adults based on the best available evidence and the highest standards of care.

The Clinical Lead will play a leadership role in the development of products including a guideline review, scoping review, evidence review and recommendations on the delivery of evidence-based gender-affirming care. The Clinical Lead will chair Ontario Health’s Expert Panel on Gender-Affirming Surgical Care. The Clinical Lead will champion Ontario Health’s initiatives focused on gender-affirming care and ensure that recommendations put forward are based on the best available evidence in the rapidly-evolving field of transition-related surgical care.

This opportunity is open to all qualified candidates.

Interested parties should forward their expression of interest and curriculum vitae, electronically, with the subject line as “**Application for Gender Affirming Care - [Your Name]**” to Sourcing@ontariohealth.ca no later than **5:00 P.M.** on **January 30, 2025**.

Questions about the role may be submitted to Sourcing@ontariohealth.ca no later than **January 22, 2025**. A consolidated list of all questions and answers will be available to any party, by request, by **January 24**. To receive a copy of the consolidated list of questions and answers, please contact Sourcing@ontariohealth.ca.

***Note: Responses to the Expression of Interest should address all of the qualifications listed and any potential conflict of interest.**

ACCOUNTABILITIES

- Provides strong, visionary leadership at the provincial level and strategic advice to the Emerging Guidelines and Programs team at Ontario Health on gender-affirming care. May be called upon to advise Ontario Health on other matters related to the care of gender-diverse individuals for the purpose of program design and implementation.
- Champions/promotes Ontario Health initiatives to ensure care for gender-diverse adults in Ontario is delivered based on best available evidence and to the highest standard of care.
- Collaborates with Ontario Health staff to provide expert guidance on clinical issues and the development of recommendations for care.
- Establishes and maintains effective links with relevant clinical communities on behalf of Ontario Health.
- Chairs Ontario Health's Expert Panel on Gender-Affirming Surgical Care and other working groups as required
- Responds to clinical questions and represents Ontario Health's work in gender-affirming care in the community, at national meetings, and in the media.
- Identifies and responds to system and project level issues.
- Participates as an active member of Ontario Health's Clinical Council.
- Represents Ontario Health in pan-Canadian working groups related to gender-affirming healthcare

QUALIFICATIONS

- A Fellow of the Royal College of Physicians and Surgeons of Canada or the College of Family Physicians of Canada CFPC.
- Holds an independence license with the College of Physicians and Surgeons of Ontario.
- Clinical experience providing gender-affirming care (including but not limited to counselling, medical therapy, and/or surgical treatment).
- Recognized provincial expertise in the provision of gender-affirming care.
- Knowledge of DSM-5, WPATH and Rainbow Health Ontario's gender-related guidelines.
- Demonstrated evidence of continuing education in relevant fields.
- Experience in leadership positions at provincial, regional and/or local level.
- Ability to analyze and interpret information, make sound decisions and communicate these to clinical and non-clinical audiences.
- Excellent interpersonal and communication skills and ability to build consensus.
- Knowledge of current and new/emerging gender-affirming surgical care guidelines.
- Recognition as an opinion leader within the professional community is an asset.
- Experience in population level program design and/or implementation is an asset.
- Models and supports behaviour consistent with the People Values of Ontario Health and a commitment to Ontario Health's Equity, Inclusion, Diversity and Anti-Racism Framework.

While all of the above qualifications are desirable for this position, interested parties who meet the majority, but not all, are encouraged to apply.

HOW TO APPLY:

Interested parties should forward their expression of interest and curriculum vitae, electronically, with the subject line as "**Application for Gender Affirming Care - [Your Name]**" to Sourcing@ontariohealth.ca no later than **5:00 P.M. on January 30, 2025**.

We will evaluate all applications against the skills and experience requirements for the position. Those candidates selected for interview will be contacted directly by a representative from Ontario Health. Ontario Health may

consider applications from incumbents currently in the position. If you have not been contacted within 3 weeks after the close of the posting, you can assume you are not under consideration for this position.

More about Ontario Health:

Ontario Health is an agency created by the Government of Ontario with a mandate to connect and coordinate Ontario's health care system in ways that have not been done before, to help ensure that Ontarians receive the best possible care.

Ontario Health oversees health care delivery across the province, which includes ensuring front-line providers and other health professionals have the tools and information they need to deliver the best possible care within their communities. This also means simplifying the current system and connecting and coordinating its many complex parts in new and innovative ways. This involves keeping a close eye on how the health system is performing and providing evidence-based standards and improvements to address any gaps.

Ontario Health helps to support significant and important transformation in Ontario's health system, working to ease the transition between points of care for Ontarians and helping to ensure they have access to the care they need. Ontario Health is adapting world-renowned practices from areas such as cancer care and renal care to other parts of the system, including mental health and addictions.

Through integration, coordination, connection, and clinical excellence, Ontario Health is working to reduce strain on the system which will enable investment of more resources on the care Ontarians need, and, most importantly, improve health outcomes and overall wellness for all.

As an operational service agency of the Government of Ontario, Ontario Health is accountable for conducting a fair and transparent process, providing equal treatment to all qualified parties, in selecting a candidate for the above mentioned role.

Our website is at:

<http://www.ontariohealth.ca>