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The Ontario Health Quality Council is an independent agency and is funded by the Government of Ontario through the Ministry of Health and Long-Term Care. The council is serving as a host agency for the Long-Term Care Quality Improvement Initiative, on behalf of the multi-stakeholder initiative steering committee.

**POSITION: Quality Improvement Measurement and Evaluation Specialist
Long Term Care (LTC) Quality Improvement (QI) Initiative**

POSITION SUMMARY:

Reporting to the Quality Improvement Director, the QI Measurement and Evaluation Specialist contributes to achieving the objectives the LTC QI Initiative, "Residents First".

The QI Measurement and Evaluation Specialist will support Residents First by developing measurement plans for each component of the initiative, and for the initiative as a whole.

The position is full time temporary (until October 30th, 2013), with the possibility of extension. The position is located in Toronto, and travel within Ontario is required.

ACCOUNTABILITIES:

Under the general direction of the Quality Improvement Director, the QI Measurement & Evaluation Specialist is responsible for:

1. Leading the development and implementation of an evaluation plan that incorporates internal and external measures for formative and summative results.
2. Mapping current Residents First measures and producing a measurement plan that includes the following:
 - Definitions,
 - Frequency of data collection,
 - Data sources, and
 - Accessibility for LTCHs.
3. Identifying and recommending leading practices in Quality Improvement Evaluation. Leading the team and the stakeholders to identify potential new measures and indicators related to quality improvement for Residents First, and strategically assessing these measures for relevance and readiness.
4. Supervising the development of measurement plans for new quality improvement projects, leadership and improvement facilitation training programs, and the overall initiative.
5. Mapping the measures, their sources, and the alignment relevant to the sector, including a recommendation about which to keep or to alter.
6. Fulfilling additional work-related duties assigned.

POSITION REQUIREMENTS:

Education and Experience:

Master's degree in a health discipline required, or in a discipline relevant to quality improvement; a PhD is preferred.

Experience in:

- Performance measurement and applied research, working with various types of data and related analysis to support quality improvement;
- Working with a variety of health system stakeholders (required);
- Quality improvement activities or projects (desirable).

Competencies:

- Ability to appropriately apply evaluation frameworks and methods to quality improvement initiatives within the healthcare environment.
- A solid understanding of data (e.g. administrative, survey, etc), how to extract and manipulate data, and how measures can be used to support quality improvement within an organization and a system.
- Demonstrated ability to:
 - Communicate effectively with different groups, such as LTC QI leaders, partner organizations, providers and stakeholders;
 - Forge and maintain strong working relationships with colleagues, partner organizations, providers and stakeholders;
 - Use excellent time management and organizational skills to produce timely results.
- Excellent time management and organizational skills.
- Excellent computer skills with databases (Access), spreadsheets and graphs (Excel), word processing (Word) programs.

Personal Attributes:

- Initiative and independence – the ability to take appropriate action and anticipate organizational needs.
- Objectivity, integrity – the ability to seek and weigh opinions and evidence – compromising where necessary on ways and means but not on principles or goals.
- Problem solving - ability to see multiple ways of tackling a problem and think “out of the box”.
- Diplomacy and tact – the ability to deal effectively with colleagues and stakeholders.
- High energy – capacity to work effectively in a rapid pace work environment;
- Team-player – is flexible and enjoys working in a team environment.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Qualified applicants are invited to email: HR@ohqc.ca by August 2, 2010.