



WHY JOIN US?



POSITION TITLE	Medical Director	EMPLOYEE GROUP	Medical
DEPT/PROGRAM	Medical Affairs	JOB CLASS	Medical Director
EMPLOYMENT TYPE	Full Time	HYBRID ELIGIBLE	Yes
POSTING DATE	April 10 th , 2025		

Job Opportunity

Waypoint is seeking an exceptional, visionary, and innovative leader for the role of Medical Director, Regional Programs. In this role, the Medical Director will actively contribute to clinical excellence, quality improvement, best practices, and enhancing the patient/client experience. Reporting to the VP, Medical Affairs & Chief of Staff, and joining a dynamic and high performing physician leadership team, the Medical Director will help advance Waypoint’s mission and strategic plans, while providing leadership to members of the Professional Staff. The Medical Director will provide oversight to designated regional care programs, with a focus on the [Acute Assessment Program](#), the [San Souci Program for Transition and Recovery](#), and the [Bayview Program for Dual Diagnosis](#).

About Waypoint

Waypoint is an academic and research hospital affiliated with the University of Toronto. We provide specialized mental health, addiction, and geriatric care to Central Ontario. As a 315-bed psychiatric hospital, we deliver exceptional, progressive care, both on site at the hospital and in the communities, we serve across the region. Home to the Waypoint Research Institute, we are proud to support patient-oriented research across the full spectrum of illness, answering questions that are important to our patients, families and staff.

About the Area

Waypoint Centre for Mental Health Care is located in Penetanguishene, Ontario on the shores of beautiful Georgian Bay, less than two hours from Toronto and approximately 45 minutes from Barrie. Outdoor recreational opportunities in all four seasons abound in this area of natural beauty. Golfing, curling, fishing, boating, hiking, snowmobiling are just a few of the great activities to do here. At Waypoint, we believe in maintaining a work environment where people find meaning, enjoyment, and professional growth in their work while balancing other aspects of their lives.

Please Note: This position offers a hybrid work environment consisting of in-office and remote work. Office location is 500 Church St in Penetanguishene, ON

For information about what Waypoint has to offer our physicians, check out our physician recruitment page: [Physician Recruitment, Current Opportunities | Waypoint](#)

Key Accountabilities

- Lead clinical transformation, innovation, and community capacity building to improve access to effective regional tertiary psychiatric care.
- Leverage and advance new models of care and system-level capacity by advancing partnerships, working in close collaboration with health system providers.
- Develop and nurture strategic alliances and actively participate in the development of key provider partnerships, striving towards seamless integrated service delivery.
- Influence policy, education, and research through engagement with various stakeholders, provincially and regionally.
- Foster evidence-based care across and beyond Waypoint through the adoption, implementation and sustainment of quality standards and other best practices.
- Lead, role model, and collaborate in continuing education and quality improvement activities to transform organizational culture and daily practice
- Develop, empower, and mentor a cohesive and collaborative multidisciplinary team that is service-driven and focused on establishing an exceptional patient experience.
- Participate in designing a care delivery model that is, in part, grounded in:
 - Patient and family philosophy
 - A growing and changing regional landscape

- A growing and evolving patient population
 - Greater medical complexity and demands for care
- Collaborate and foster a clinical partnership that advances change management initiatives, with a goal of supporting patients and families across the continuum of care.

Requirements/Qualifications

- Licensed for independent medical practice and in good standing with the College of Physicians and Surgeons of Ontario.
- Fellowship Certification in Psychiatry from the Royal College of Physicians and Surgeons of Canada or other certification that is deemed to be equivalent.
- Eligible for an academic appointment at the rank of Assistant, Associate or Full Professor in the Department of Psychiatry, Faculty of Medicine, University of Toronto; and
- Candidates should ideally also possess:
 - Residency or fellowship training or other formal or informal experience in psychiatry; and
 - Prior experience in either a formal or informal clinical or academic leadership role.
- Strategic, collaborative, system-thinker who embraces health system transformation to improve patient care and experience.
- Demonstrated expertise in partnering and building trust and collaboration within and between organizations, including hospital and community.
- Excellent human resources management, interpersonal and leadership skills.
- Results oriented: Recognized for championing service excellence and patient safety, this exceptional individual will provide leadership to an outstanding team, ensuring patient advocacy and cultural sensitivity.
- High level of professional competency as a physician with clinical and leadership experience.
- Proven ability to adapt readily to change and reflects an optimistic and positive attitude
- Models and promotes core ethical practice, Waypoint Values (Caring, Respect, Accountability, Innovation)
- Preference for proficiency in French/English language skills.

Interested in Learning More?

Qualified applicants who are interested in learning more about the position, are welcome to reach out to Sherrie Fournier, Manager of Medical Affairs at sfournier@waypointcentre.ca for more information.

How do I Apply?

Waypoint employees apply through the Employee Self-Service portal at <https://employees.waypointcentre.ca> and external applicants apply to http://www.waypointcentre.ca/i_want_to/join_your_team quoting **Job ID WC25-61**. Attach your cover letter and resume detailing why you are interested in this opportunity and how you meet the qualifications and key accountabilities specified. ****Please note: this position will remain open until filled.****

Please note: as part of the recruitment and selection process, qualified applicants will be invited to connect with the VP of Medical Affairs & Chief of Staff for an informal meet and greet, as an avenue to ask questions and gain more information about the role. Subsequent steps in the recruitment process include a formal panel interview and the opportunity for a campus tour.

We are committed to diversity in the workplace and workplace well-being. As such, applications from individuals from diverse backgrounds such as First Nations, Inuit, Métis, members of a visible minority group, those with lived experience of mental health problems or illnesses, as well as people with disabilities are welcomed and encouraged. Accommodations are available upon request for candidates taking part in all aspects of the selection process.

Waypoint is on the traditional territory of the Anishinabek, which include the Odawa, Ojibwe and Pottawatomi Nations, collectively known as the Three Fires Confederacy, the Haudenosaunee (6 nations/Mohawk of the Wahta Community), Huron, Wendat and Métis. We acknowledge and affirm our commitment to improving relationships between nations and to improving equity for Indigenous communities residing in the central north region of Ontario.