



101 Progress Crescent
Kapuskasing, ON, P5N 3H5

705-337-6111
senhosp.ca

CHIEF OF STAFF

Part-Time | Approximately One Day per Week + Required Committee Meetings

Location: Kapuskasing, ON

Anticipated Start Date: October 1, 2026

ABOUT SENSENBRENNER HOSPITAL

Located in Kapuskasing, Ontario, Sensenbrenner Hospital is a fully accredited community hospital serving approximately 11,000 residents throughout its regional catchment area. The Hospital operates 68 beds and provides a broad range of services in both official languages, including inpatient, 24/7 emergency care, surgical, obstetrical, diagnostic and outpatient services. Working closely with community physicians and regional health system partners, Sensenbrenner Hospital is committed to delivering safe, high-quality, patient-centred care.

POSITION SUMMARY

Sensenbrenner Hospital is seeking an experienced physician leader to serve as its Chief of Staff.

Reporting to the Board of Directors and working in partnership with the Chief Executive Officer, the Chief of Staff provides clinical, medical and professional leadership to support the delivery of safe, high-quality patient care. The successful candidate will work collaboratively with the Medical Advisory Committee, Senior Leadership Team, Professional Staff, Kapuskasing and Area Family Health Team, Centre de santé communautaire de Kapuskasing et région, and other regional health system partners to advance Sensenbrenner Hospital's strategic priorities and support the delivery of safe, high-quality care.

This is an excellent opportunity for a respected physician leader who is passionate about rural health care, quality improvement, physician engagement and collaborative leadership.

KEY RESPONSIBILITIES

The Chief of Staff is accountable to the Board of Directors for matters relating to the quality of medical care and the professional conduct of the Hospital's Professional Staff. Responsibilities include, but are not limited to:

- Chairing the Medical Advisory Committee (MAC).
- Serving as a member of the Board of Directors and designated Board Committees.
- Serving as a member of the Quality & Risk Committee.
- Participating as a member of the Senior Leadership Team.
- Providing leadership for physician credentialing, appointments and reappointments.
- Conducting and overseeing Professional Staff performance evaluations.
- Supporting physician recruitment and retention initiatives.
- Promoting quality improvement, patient safety and evidence-based practice.
- Monitoring compliance with the Public Hospitals Act, Hospital By-Laws, Professional Staff Rules and applicable legislation.
- Advising the Board and Chief Executive Officer on matters relating to medical practice, quality of care and Professional Staff.
- Supporting strategic planning, resource utilization and regional collaboration.
- Investigating concerns related to patient care and Professional Staff when required.
- Promoting interdisciplinary collaboration and continuous professional development.

For a complete description of the duties and responsibilities associated with this position, please refer to the attached Position Description.

QUALIFICATIONS & EXPERIENCE

Required Qualifications

Applicants must:

- Hold a Doctor of Medicine (MD) degree.
- Be licensed and in good standing with the College of Physicians and Surgeons of Ontario
- Be eligible for appointment to the Professional Staff at Sensenbrenner Hospital.

Preferred Experience

Preference will be given to candidates with experience in:

- Medical leadership within a hospital setting.
- Hospital governance and Medical Advisory Committees.
- Health care planning and administration.
- Rural or community hospital practice.
- Physician recruitment and engagement.
- Strategic planning and quality improvement.
- Planning and delivery of health care programs and services.
- Knowledge of the Public Hospitals Act, Hospital By-laws and Professional Staff By-laws.
- A minimum of ten (10) years of medical practice experience is considered an asset.

Knowledge, Skills & Leadership Competencies

The successful candidate will demonstrate:

- Exceptional leadership and professionalism.
- Excellent communication, facilitation and interpersonal skills.
- Sound judgment, integrity and diplomacy.
- Strategic thinking and effective decision-making.
- Commitment to patient safety, quality improvement and evidence-based practice.
- Commitment to continuing professional development.
- A respectful, collaborative leadership style that promotes professionalism and positive working relationships.

POSITION DETAILS

JOB TYPE:	Part-time (approximately one day per week, plus attendance at Medical Advisory Committee, Board and other required committee meetings)
BILINGUALISM:	Preferred
COMPENSATION:	\$40,000 to \$65,000 annually
START DATE:	October 1, 2026

HOW TO APPLY	Interested candidates are invited to submit a cover letter and curriculum vitae by 4:00 p.m. on Friday, August 14, 2026, to: Governance Committee Attention: Natasha Major Sensenbrenner Hospital nmajor@senhosp.ca Appointment to this position is subject to successful credential review by the Medical Advisory Committee and approval by the Board of Directors.
---------------------	--

Sensenbrenner Hospital is committed to fostering an inclusive and accessible workplace. We welcome applications from all qualified individuals and are committed to providing accommodations throughout the recruitment process in accordance with applicable legislation.

CHIEF OF STAFF

Position Description

OVERVIEW

The Chief of Staff is accountable to the Board of Directors to ensure the quality and safety of medical and dental care provided to all patients of Sensenbrenner Hospital in accordance with the Hospital's By-laws, policies and applicable legislation.

Working in partnership with the Chief Executive Officer, the Chief of Staff provides leadership in the clinical organization of the Hospital and the supervision of all Professional Staff appointed by the Board and granted privileges to practice at Sensenbrenner Hospital. Professional Staff includes physicians, dentists, midwives and extended class nurses who are not employees of the Hospital.

The Chief of Staff promotes an interdisciplinary approach to patient- and family-centred care, fosters collaboration among Professional Staff and Hospital leadership, supports continuous quality improvement, and champions strategic initiatives that contribute to the delivery of safe, high-quality health care.

KEY RESPONSIBILITIES

Medical Leadership & Governance

The Chief of Staff shall be responsible for ensuring:

- The establishment and ongoing monitoring of the Professional Staff appointment, reappointment and credentialing process.
- Disciplinary action or mediation involving Professional Staff is carried out in a timely manner.
- Compliance with the Hospital By-laws, the Public Hospitals Act and all applicable legislation.
- The quality of diagnosis, care and treatment provided by Professional Staff and the professional conduct of Professional Staff in accordance with Hospital policies and procedures to ensure a safe clinical and workplace environment.
- The appropriate and cost-effective use of Hospital resources.

Medical Advisory Committee & Board Responsibilities

The Chief of Staff shall:

- Serve as a member of the Board of Directors and such committees of the Board as provided for in the Hospital By-laws or as determined by the Board from time to time.
- Chair the Medical Advisory Committee (MAC) and ensure the committee fulfills its responsibilities as defined under the Public Hospitals Act and the Hospital By-laws.

- Serve as a member of the Quality & Risk Committee in accordance with the Excellent Care for All Act.
- Serve as an ex-officio member of all committees established by the Medical Advisory Committee and attend meetings as their discretion.

Professional Staff Leadership

The Chief of Staff shall:

- Actively participate in the recruitment and retention of physicians for the community.
- Conduct performance evaluations of Professional Staff and ensure evaluations and recommendations are forwarded to Medical Advisory Committee.
- Ensure a process is in place to support continuing Professional Staff education.
- Investigate matters relating to patient care or conflicts involving Hospital employees and Professional Staff.
- Implement processes to monitor Professional Staff compliance with the Public Hospitals Act, applicable legislation, Hospital By-laws, Professional Staff Rules and Regulations, Hospital policies and professional standards.
- Report matters requiring attention to the Board of Directors, Professional Staff and the Chief Executive Officer.

Strategic & Organizational Leadership

The Chief of Staff shall:

- Participate in strategic planning to ensure the health care needs of the community are appropriately addressed.
- Participate in Hospital resource utilization and allocation decisions, including medical human resource planning and Hospital capacity planning.
- Act as an advocate for patients and families.
- Promote innovation, evidence-based practice and interdisciplinary collaboration.
- Participate as a member of the Senior Leadership Team
- In consultation with the Board Chair and Chief Executive Officer, designate an alternate to act during any absence.

QUALIFICATIONS

Applicants must:

- Hold a Doctor of Medicine (MD) degree.
- Be licensed and in good standing with the College of Physicians and Surgeons of Ontario
- Be eligible for appointment to the Professional Staff at Sensenbrenner Hospital.

Appointment to this position is contingent upon successful credential review by the Medical Advisory Committee and appointment to the Professional Staff by the Board of Directors.

EXPERIENCE

Preference will be given to candidates with:

- Experience in health care planning, administration and leadership.
- Experience working in rural health care environments.
- Ten years of medical experience (asset).
- Experience in the planning and delivery of health programs and services.
- Experience providing leadership to medical committees.

KNOWLEDGE, SKILLS & LEADERSHIP COMPETENCIES

The successful candidate will demonstrate:

- Proven ability to affect positive change.
- Tact, diplomacy and sound judgment.
- Resilience, enthusiasm and commitment to excellence.
- Demonstrated leadership in evidence-based resource management.
- Excellent facilitation, communication and listening skills.
- Knowledge of College of Physicians and Surgeons of Ontario conflict resolution practices.
- A reputation for openness, integrity and trustworthiness.
- A respectful, participatory and empowering leadership style.
- Sound knowledge of current trends in medicine.
- Strategic planning and implementation skills.
- Commitment to continuing education, leadership development and maintaining professional standards.
- Strong leadership skills that promote professionalism, support the Hospital's Code of Conduct and facilitate positive outcomes at Medical Advisory Committee and other meetings.

PROBLEM SOLVING

The Chief of Staff is expected to:

- Apply knowledge of health care trends and best practices to resolve complex organizational issues.
- Balance competing priorities and resource constraints while supporting the Hospital's long-term strategic objectives.
- Build collaborative relationships within the Hospital, across the health system and with external partners.
- Apply College of Physicians and Surgeons of Ontario standards, Hospital By-laws, Medical Staff Rules and Regulations, legislation and Hospital policies to support the delivery of high-quality medical care.