



Regional Chief Medical Information Officer Southeastern Ontario RHIS – Lumeo Operation Team

REPORTS TO:	Regional Vice President, Digital Health Systems
LOCATION:	Remote (hybrid)
TIME COMMITMENT:	0.5 FTE
TERM:	3 years

OVERVIEW

The six health-partners in the Southeast region recognize that to achieve person centered, effective care coordination across the system, enhance the ability to make best use of collective resources, achieve more system-like behavior, and have the agility to address future funding changes, a major, system-wide clinical transformation is needed. This clinical transformation will meet clinical information needs of both the health-partners and the region. Lumeo, a Regional Health Information System (RHIS) will support the “*one standard of care and journey for the people we serve*” vision identified by the partners’ clinical leadership. This program opportunity will enable the sharing of information seamlessly across the six health-partners, connecting the personal health information into a single cohesive story and reducing the variability of care provided.

The **Regional Chief Medical Information Officer (CMIO)** works closely with Lumeo operational leadership team to provide clinical and informatics leadership to inform strategic planning for Lumeo Operations, acting as the liaison between clinical stakeholders and operational teams. They are responsible for creating, supporting, maintaining, and reporting on adoption of regional standards and collaboratively leading the informatics program across the health system to promote safe, high quality and efficient care.

Reporting to the Regional Vice President, Digital Health Systems, the CMIO will oversee the stabilization, sustainment and optimization of the Regional Health Information System ensuring that clinical best practices are considered while making any changes to the regional system. This includes working closely with the associate Chief Medical Information Officers (CMIOs), medical leaders and regional clinical executives to provide strategic medical leadership for clinical planning, implementation and sustainment of digital initiatives. The CMIO will also be responsible for driving the Lumeo vision, driving regional clinical alignment, and enabling effective best practice clinical decision-making.

The CMIO must demonstrate an awareness of and be responsible for actively promoting and supporting patient and family centered engagement and care.

RESPONSIBILITIES:

Strategic Planning:

- Be a regional thinker and support the delivery of high quality, interdisciplinary patient care through the effective application of health information technologies and digital health innovations
- Collaborate with and provide expert counsel and guidance to executive leadership for healthcare technologies, business, including clinical and operational decisions.
- Develop digitally enabled strategies collaboratively with Chief information officer, Chief Practice Information Officer, medical and clinical leaders (Nursing/ Allied Health/ Physician) to develop digital strategy roadmap and prioritization to support clinical practice, patient safety and high-quality care.
- Collaborate with and provide expert counsel and guidance to executive leadership for healthcare technologies, business, including clinical and operational decisions.

- Reviews clinical informatics trends, experiences and approaches to support the identification, development, planning, implementation, and measurement of regional digital health strategies to support clinical transformation.
- Build informatics capacity for effective use of RHIS across stakeholders by achieving and encouraging credentialing, certification and ongoing training programs to facilitate best practices and alignment with industry standards.
- Be a champion and advocate for RHIS adoption, communicates the Regional Lumeo strategic vision and act as the liaison between local physicians, regional team, and local information technology and informatics departments
- Works closely with the Lumeo regional team and partner organizations on change management strategies.
- Understands and assesses impact and change management needs for new features and changes in the RHIS
- Ensures alignment of RHIS strategy to support data-driven decisions for effective and high-quality care delivery regionally.
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Operations:

- Alongside regional leaders, develops and implements metrics around provider engagement, adoption, and usability of the clinical information system and identify opportunities for improvement
- Leads a regional informatics team and collaborates with clinical leaders across Southeast Organizations to support sustainment and optimization of a clinician-friendly Lumeo RHIS that promotes patient safety, clinical improvement and meaningful use.
- Develop and gather standards, terminologies, taxonomies, alerts, pathways, clinical knowledge and content management like order-sets to a regional repository of digital documentation, decision-support and workflow standards Collaborates with the regional team and clinical leaders across Southeast Organizations to translate requirements, and to support continued optimization and development of the Lumeo RHIS and clinical information systems
- Translates IT / RHIS requirements and system limitations to support clinical discussions and decision making
- Chairs (or co-chairs with a medical staff designee) physician advisory groups to provide broad-based input and alignment into the design of the health information systems.
- Development of applications and technologies that provide Clinical Decision Support resources including Physician Order Entry, Clinical Rules, Physician Clinical Documentation, Clinical Applications of workflow to drive adoption.
- Alongside regional leaders, develops, implements and applies data and advanced analytics for clinician engagement, adoption, and usability of the clinical information systems and identify opportunities for improvement for design, implementation and use of RHIS to improve patient and population outcomes and deliver high-quality care.

Relationships Building:

- Create and foster an environment of trust and respect through transparency.
- Develops empathy and understanding of clinician needs and builds relationships with clinicians to gain support. Is highly responsive to users needs, including training, to assure widespread acceptance and provider use of the clinical systems.
- Serve as a liaison between clinical teams, IT experts, and executive leadership, facilitating effective collaboration among groups with different priorities.
- Ensures communication and engagement with the Senior Clinical Leadership supporting RHIS at all sites to ensure the following outcomes:
 - Transparency of operational activities and decisions
 - Awareness of high-risk workflows being discussed and mitigation strategies
 - Organizational readiness for change
- Understands Physician needs and build relationships with Physicians to assure widespread acceptance, adoption, and meaningful use of the clinical information system

- Advances the practice and profile of the RHIS strategy across organizations by participating on relevant local, regional, and provincial and national digital health advisory committees
- Establishes relationships with peer organizations in Canada to promote knowledge sharing and opportunities for collaboration
- Establishes relationships and support goals of affiliated Ontario Health Teams interacting with the Southeast partners
- Promotes an environment of engagement between physicians, staff, hospital executive teams and project leadership

Project/Program Execution:

- Provides leadership, direction, and guidance to Lumeo and clinical teams regarding changes to software systems (e.g., features, functionality, requirements, etc.) taking into consideration constraints of time, budget, and scope.
- Establish communication and approval pathways to support regional clinical priorities (e.g., formulary changes, order sets and policies)
- Supports regional and local governance process and participates in regional escalation points of contact for concerns / issues across stakeholders.
- Ensure Medical Advisory Councils (MACs) are continuously engaged, solicited for feedback, provided guidance, and provided with updates regarding the RHIS
- Brings clinical insight into key design and workflow discussions to support safe patient care and clinical practice across the region
- Provides critical analysis and works with committees/workgroups to revise clinical processes and workflows to ensure achievement of positive patient outcomes across the region
- Supports current and future state workflow validation across sites with a regional lens
- Supports standardization of workflows and assists the team to build consensus for decision making
- Ensures the voice of physicians is captured by the project team and decisions are supported through physician feedback
- Supports the regional policy development and assists leading the Southeast Organizations through policy maintenance activities and ongoing development of regional policies that support digitally enabled clinical practice and improve patient safety
- Works with Committee Chairs and members to develop a functional clinical design and maintenance workgroup structure and ensure cross functional and specialty representation from all sites.

CORE COMPETENCIES

Leadership: the ability to establish direction by developing a compelling and shared vision of the future, to create a collective sense of purpose, translating that vision into terms that are relevant and meaningful to the work being performed, and communicating it in a way that creates alignment and generates enthusiasm, excitement and engagement.

Achieving Results: demonstrating collaboration, impact & influence, organizational awareness, the ability to plan, coordinate and execute work, and providing quality stakeholder-centered care that requires getting the job done.

Thinking Critically: demonstrating behaviours that are associated with the critical analysis required to proactively address business and organizational issues

Personal Effectiveness: characteristics that are typically associated with emotional intelligence and that focus on self-knowledge/awareness and awareness of how best to conduct oneself in relation to others

EXPERIENCE & QUALIFICATIONS

- Requires completion of Medical degree or equivalent
- Minimum 5 years position related experience required
- Current member of, or willing to become credentialed staff at one of the 6 Lumeo partner organizations

- Extensive knowledge of academic health science centre and regional partners' clinical systems is an asset
- Extensive knowledge of clinical informatics with the ability to oversee informatics initiatives
- Demonstrated understanding of latest trends in healthcare, clinical systems, information technology and point of care products
- Outstanding management, leadership, and people skills (including excellent communication, relationship building, diplomacy, conflict resolution, advanced planning, analytical, problem-solving, and organizational skills)
- Demonstrated ability to manage high-demand and competing and changing corporate programs and priorities

HOW TO APPLY:

Please apply online by January 26, 2024

<https://career5.successfactors.eu/sfcareer/jobreqcareer?jobId=95242&company=KGH>

If you have any questions, please contact:

Stephanie Abrams, Manager – Recruitment
Kingston Health Sciences Centre
Email: stephanie.abrams@kingstonhsc.ca

Lumeo is the name chosen to represent the Regional Health Information System (RHIS) project in a consistent way across six partner organizations in southeastern Ontario. Discover Lumeo's visions, value objectives, scope, history, expected benefits, and how Cerner was selected as the Electronic Health Record solution. [Click to read more.](#)