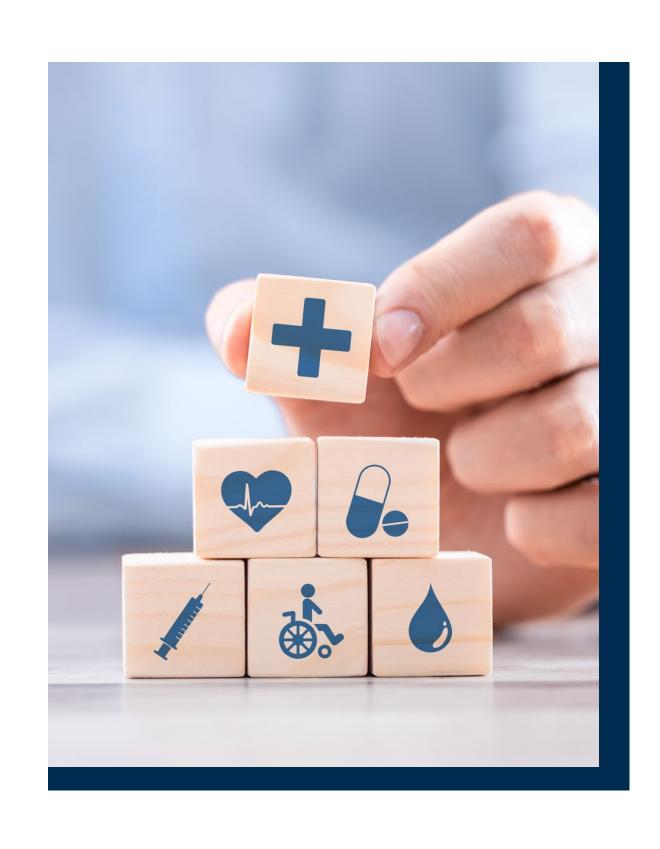


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Toronto Public Health

MEDICAL OFFICER OF HEALTH

Sourcing the highest caliber candidates who will lead Toronto Public Health into the future.



AGENDA

Introduction

Candidate Background

Challenges

Opportunities

Future Success

SKILLS AND ATTRIBUTES

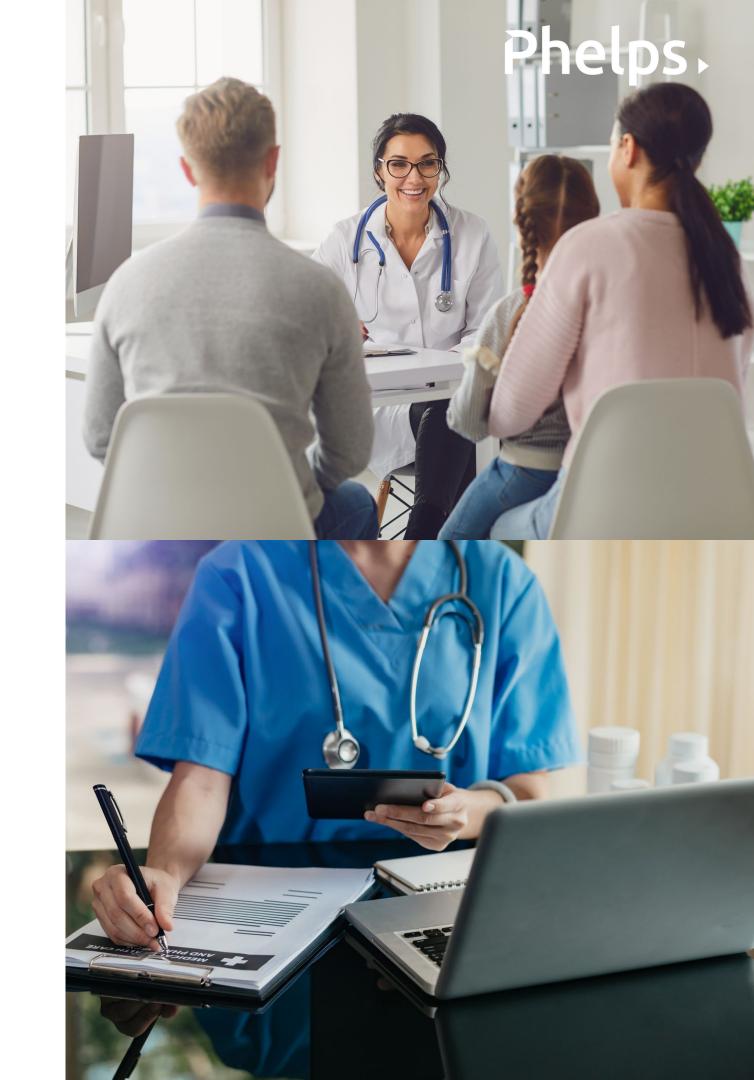
- Collaboration and Partnership Building:
 - Strong ability to build true partnerships across city divisions and with external stakeholders.
 - Effective in leading and developing teams, ensuring alignment with city strategic goals.
- Visionary:
 - Possesses a clear vision and an inspirational leadership style, guiding the organization effectively through challenges.
- Communication Skills:
 - Great communicator capable of conveying complex health information clearly and persuasively to various audiences.
 - o Ability to communicate and work with Torontonians of different socio-economic status.
- Crisis Management:
 - Experienced in managing public health crises, with a focus on equitable responses.
- Political Acumen:
 - Skilled in navigating political landscapes, including interactions with multiple levels of government.
 - Ability to be an effective advocate for Public Health and the City.
- Resilience:
 - Ability to handle the stress and complexities of a demanding public health role, particularly post-COVID.
- Equity and Inclusion:
 - Committed to promoting equity and inclusion within the department, beyond just meeting the medical requirements of the position.
- Cultural Understanding of Indigenous Communities:
 - Understanding Indigenous communities and unique needs.
- Leadership Cultivation:
 - o Demonstrates the ability to cultivate leaders both within and outside of Toronto Public Health.
- Genuine, Authentic and Evidence-Based:
 - Genuine, evidence-based, collaborative, compelling, undeterred by challenges, experienced, and caring.





CHALLENGES

- Financial constraints and budgets
 - o Implementing provincially mandated programs
- Public health emergencies and infectious diseases
- Intergovernmental coordination
- Vulnerable populations
 - o Socio-economic, ethnocultural and spatial inequities
 - Mental health and addictions
- Social determinants of health
- Maintain and strengthen public trust
- Address Anti-black racism
- Collaboration with other city departments
- Building partnerships in a complex organization
- Opioid crisis
- Shortage of primary care physicians
- Early health assessment of new Canadians
- Community engagement
- Driving forward MOH policies and interventions





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OPPORTUNITIES

- Innovative health programs (i.e. Integrated EMR system)
- Proactively addressing systemic public health challenges
- Strengthening partnerships and enhancing relationships
 - Leveraging Toronto's well-developed health & community networks
- Advocate for increased resources and funding for public health
- Integration of social determinants
- Data-driven decision-making
- Public health infrastructure: supporting continuous improvement in public health systems and infrastructure.
- Commitment to bold leadership: embracing a strong and courageous approach to improving community health.
- Recognizing the interdependencies in building a healthy city
- Leveraging past successes and rebuilding "public trust"
 - Building greater profile of broader public health initiatives (i.e. Lactation clinics, safe dining, and travel vaccine clinics)

FUTURE SUCCESS

- Articulated and Clearly Defined Public Health Priorities
- Strategic Plan Execution and clearly defined metrics
- Support and Partnerships
- Providing Adequate Services in Marginalized Communities
- Establish Priorities and Guiding Department's Focus
- Policy Initiatives
- Leadership Engagement
- Refocus on Core Areas
- Youth Mental Health Framework
- Healthy Aging Initiatives







