



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.
 - 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:**
 - 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
 - Implementing provincially mandated programs
- Public health emergencies and infectious diseases
- Intergovernmental coordination
- Vulnerable populations
 - 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



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





TORONTO Public

QUESTIONS
