

**Job Title**                      **Manager, Microbiology**  
**Location**                      London Health Sciences Centre  
**Status**                              Regular Full-time

**Posting Period**  
September 6 – 19, 2023

### **Who We Are**

London Health Sciences Centre (LHSC) is a world-class academic health sciences centre located in the southwestern Ontario city of London. Just two hours from Toronto and two hours from Detroit. London features a beautiful and walkable downtown core located on the Thames River, a vibrant culinary scene and scores of activities that highlight local arts, culture and music. As one of Canada's largest acute-care teaching hospitals, LHSC delivers world-class care and experiences, built on our commitment to excellence in research, innovation, and learning. In partnership with our communities, we design and advance healthcare to support the wellness of the populations we serve. LHSC delivers both local and regional services, including the Children's Hospital, within a large geographic area. LHSC is known for its great people and great care, with a workforce of close to 15,000, dedicated to delivering the highest quality patient care while partnering with communities to transform health, one life at a time.

The Program of Microbiology provides state of the art diagnostic services to the London region and has a large footprint throughout southwestern Ontario as a regional center.

These services include the areas of Clinical Microbiology including mycology, and Molecular Microbiology. Our service delivery model includes the provision of clinical consultations, ongoing test development and data driven quality enhancement, research, and education.

The Clinical Microbiology division provides a range of tests for the identification and antibiotic susceptibility of bacterial agents associated with bloodstream infections, meningitis, pneumonia, urinary tract and genital infections, gastrointestinal illnesses, and surgical site and wound infections. Utilizing advanced technology such as total lab automation, including the BD Kiestra for pre-analytical, analytical and post analytical culture analysis, and MALDI-TOF for efficient and accurate identifications. The Mycology service is evolving and supports the detection of invasive fungal infections in transplant and immunocompromised patients including invasive candidiasis, invasive aspergillosis and fusariosis. The Molecular Microbiology division provides a broad range of quantitative and qualitative molecular PCR tests for the detection of respiratory viruses, blood-borne viral and bacterial infections, transplantation-associated viral infections, and for the Trillium Gift of Life organ donation screening program.

The Program of Microbiology also provides support to hospital antimicrobial stewardship and infection prevention and control programs through provision of leadership, surveillance for Multidrug Resistant Organisms, antibiogram development, notification to Public Health, participation in a national surveillance programs and outbreak Investigation.

### **What the Role is**

Reporting to the Director, Laboratory Medicine and Microbiology, the Manager, Microbiology will work collaboratively with a co-Manager to direct, control and evaluate the delivery of department services. They are responsible for translating decisions of the program leadership into execution, by utilizing relationship management and working with internal and external stakeholders to achieve the necessary outcomes. The Manager ensures their team and department operations are aligned with our mission, vision and values, while working together to successfully achieve our strategic objectives.

This role is accountable for day-to-day department activities, including the management of human and material resources, day-to-day staffing and scheduling, development and support of a healthy workplace, risk and utilization measurements, and facilitation of improvement initiatives and change management, while operating within approved operational budgets and financial guidelines and controls. A major focus of the role is fostering effective working relationships and networks within the team/unit, with other teams across the organization and within the regional partnerships.

NOTE: This role may require on-call availability during the evening and weekend to provide support in critical situations to operational needs.

#### **Who You Are**

- You are self-aware of own assumptions, values, principles, strengths and limitations
- You manage and develop self while modeling qualities such as honesty, integrity, resilience, and confidence
- You engage and support others to foster development, personal goals and encourage a healthy organization
- You achieve results by strategically aligning direction, decisions, actions and evaluation with the vision, values and evidence
- You facilitate an environment of collaboration and cooperation
- You create connections, build partnerships and networks
- You demonstrate a commitment to the organizational vision, mission, values and service excellence
- You are a transformational thinker that encourages and supports innovation
- You have exceptional analytical skills that contribute to effective decision-making
- You are self-directed, courageous, and highly motivated with excellent interpersonal and effective communication skills

#### **What Skills Are Needed**

- Planning and executing action plans that deliver results and motivate individuals for greater performance excellence
- Strong business acumen
- Values-based leadership and a proven track record for developing and sustaining healthy work environments and effective teams while leading in a performance-driven culture
- Lead and drive system transformation
- Develop self and others through teaching, coaching, mentoring and formal development processes
- Strong analytical skills that contribute to effective problem solving and decision-making

#### **What You Will Bring with You**

- Successful completion of an Advanced Diploma in Medical Laboratory Technology and/or Bachelors degree in a related field
- Related post-graduate education preferred
- Current Certificate of Registration from a college recognized under the Regulated Health Professions Act preferred
- 3-5 years of leadership experience (which can include formal leadership and/or Team Lead and/or Senior Medical Laboratory Technologist and/or Project leadership) in a healthcare environment, preferably in an acute care academic teaching hospital
- Previous management experience in Pathology and Laboratory Medicine department preferred
- Preference and consideration will be given to active members of the Canadian College of Health Leaders (CCHL) who have, or are in process of attaining the Canadian Health Executive (CHE) Select certification program
- Demonstrated clinical excellence experience including high quality and safe patient care and

- exceptional patient/family experiences
- Ability to effectively work with diversity, appreciating that different opinions, backgrounds and characteristics can bring richness to the challenge at hand
- Fluent and computer literate with computer systems such as email and Microsoft Office applications (MS Word, Excel & PowerPoint)
- Demonstrated ability to attend work on a regular basis

### **How to Apply**

Apply through London Health Sciences Centre's career website at <https://www.lhsc.on.ca/careers>, Job ID 96245

### **Other Information (external)**

London Health Sciences Centre fosters a culture of patient and staff safety whereby all employees are guided by LHSC's Mission, Vision, Values and Code of Conduct.

LHSC is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Indigenous people, persons with disabilities, and members of the 2SLGBTQIA+ community. We are committed to providing persons with disabilities equal opportunities and standards of goods and services, and are also fully compliant with the Accessibility for Ontarians with Disabilities Act (2005), as applicable.

### **Submission Requirements (please submit in one MS Word document)**

- **Cover Letter, Resume and Listing of Education, Credentials, Certifications and References.**

As part of the assessment process applicants may be required to complete a written profile, presentations, etc. Please be advised that reference checks may be conducted as part of the selection process.

Successful candidates will be required to complete a health review which includes providing vaccination records or proof of immunity against Measles, Mumps, Rubella, and Varicella (Chicken Pox), Hepatitis B, Tetanus/Diphtheria/Polio; Meningitis. In addition, candidates will need to provide documentation of Tuberculosis Skin testing and a completed COVID vaccine series (two vaccines).

Your interest in this opportunity is appreciated. Only those applicants selected for an interview will be contacted. Successful candidates, as a condition of job offer, would be required to complete a satisfactory police information check (original document) completed in the last 6 months.