



Expression of Interest



Medical Director Leading Integrated Hospice and Palliative Care Services
at Marigold Hospice

Newcastle, Clarington, Ontario



Executive Summary

The Victorian Order of Nurses (VON) invites Expressions of Interest for the position of Medical Director, a key leadership role in our hospice palliative care program at the Marigold Hospice. The successful candidate will bring expertise in palliative medicine, a commitment to interdisciplinary collaboration, and a passion for delivering high-quality, client-centered end-of-life care. This role is essential in aligning Marigold Hospice's operations with the Hospice Palliative Care Ontario (HPCO) Standards and advancing our journey toward HPCO accreditation.

Palliative Care Philosophy

The Medical Director will lead the implementation of a care model rooted in the hospice palliative care philosophy, which emphasizes:

- Whole-person care, addressing physical, emotional, psychological, social, spiritual, and practical needs.
- A focus on enhancing quality of life for individuals with life-limiting illnesses and their families.
- Equity-informed approaches that consider the social determinants of health.
- Collaboration across interdisciplinary teams to ensure seamless care delivery.

Clinical Governance

The Medical Director will oversee all clinical aspects of hospice operations, ensuring compliance with HPCO standards and best practices in palliative medicine. Key responsibilities include:

- Developing and maintaining clinical protocols aligned with HPCO's Service Standards for Hospice Residence.
- Providing direct medical leadership to an interdisciplinary team, including physicians, nurses, personal support workers (PSWs), and volunteers.
- Ensuring comprehensive assessment, care planning, and delivery processes that reflect evidence-based practices.



- Leading quality improvement initiatives to enhance client outcomes and satisfaction.

Medical Leadership Requirements

Qualifications and Credentials

The successful candidate must possess:

- Full medical licensure in Ontario.
- Certification in Palliative Medicine (e.g., CCFP(PC) or equivalent).
- Active hospital privileges to facilitate continuity of care across settings.
- Demonstrated experience in leading palliative care teams and fostering interdisciplinary collaboration.

Team-Based Care Model

The Medical Director will:

- Lead a closed team-based model, where all client care is managed by the hospice's dedicated medical team upon admission. This ensures consistency and continuity of care.
- Coordinate on-call schedules for the medical team to provide 24/7 coverage for hospice residents.
- Establish strong working relationships with Community Palliative Care Outreach Teams to ensure seamless transitions between community and hospice settings.
- Provide mentorship and education to staff and volunteers to uphold high standards of palliative care competency.

Organizational Alignment

Governance and Accreditation Goals

VON is committed to achieving HPCO accreditation as part of its strategic vision for excellence in hospice palliative care. The Medical Director will play a pivotal role in this process by:

- Leading the implementation of HPCO's Organizational Oversight Standards related to governance, quality assurance, and clinical operations.



- Supporting the development of policies, procedures, and evidence required for accreditation readiness.
- Collaborating with stakeholders to ensure compliance with HPCO's evidence-based criteria for accreditation

Professional Development and Support

VON is committed to supporting the professional growth of its Medical Director through:

- Access to ongoing education and training opportunities in palliative medicine.
- Participation in research initiatives aligned with HPCO's focus on knowledge exchange.
- Opportunities for networking with provincial and national palliative care organizations to stay at the forefront of best practice

Stakeholder Engagement

Community and Interdisciplinary Collaboration

The Medical Director will engage with key stakeholders by:

- Building strong partnerships with community healthcare providers to enhance service integration across care settings.
- Representing VON/Marigold Hospice at local, regional, and provincial forums on hospice palliative care.
- Collaborating with patients, families, staff, volunteers, and external partners to promote person-centered care delivery.

Conclusion

VON is dedicated to selecting a Medical Director who exemplifies excellence in palliative medicine while championing our mission to provide compassionate end-of-life care. This role offers an opportunity to lead transformative initiatives as we work toward HPCO accreditation and strengthen our commitment to delivering holistic hospice services.



Please submit an Expression of Interest and Resume to Aleena Halliwushka, aleena.halliwushka@von.ca by 1700 on July 4, 2025. The expression of interest should include information on how the Medical Director plans to meet the criteria outlined. For any questions, please contact aleena.halliwushka@von.ca