
EXPRESSION OF INTEREST

Medical Lead: Order Sets 0.4 FTE

Northern Health would like to invite eligible physicians to indicate their interest in the 0.4 FTE Medical Lead, Order Set position.

Expressions of interest must be delivered in a written form, accompanied by a resume via e-mail to the address below by **April 30, 2026**.

Purpose of the Role

The Medical Lead, Clinical Order Sets is the champion and authoritative clinical voice for the development, approval, adoption, and sustained use of standardized clinical order sets across Northern Health.

This role exists to drive progress in a complex, high-accountability environment, quality improvement, and clinician workflow to improve patient outcomes and system reliability. The Medical Lead is expected to lead decisively, build credibility with physicians, other medical staff, and operational leaders; and move work forward when there is resistance or competing priorities. This position co-leads the Order Set processes with the Operations Director.

Key Accountabilities

Leadership & Engagement

- Act as the visible champion for clinical order sets across all sites and disciplines.
- Proactively engage, influence, and align physicians/medical staff, including site leads and specialty groups, to support adoption and effective use of order sets.
- Address change management by articulating the clinical value, safety benefits, and practical utility of standardized order sets.
- Model a strong belief in order sets as a core tool for safe, high-quality, evidence-based care.

Governance & Decision-Making Authority

- Serve as Co-Chair of the Order Set Committee (OSC).
- Provide high-level clinical approval and endorsement for order sets, ensuring clinical credibility, appropriateness, and alignment with organizational priorities.
- Support prioritization decisions in which capacity, timelines, or scope must be actively managed.

Oversight of Order Set Development & Lifecycle

- Provide medical oversight of the end-to-end order set process, from concept and prioritization through development, approval, implementation, and maintenance.
- Leads the necessary engagement for the assembly of multidisciplinary working groups, ensuring appropriate physician representation and clinical leadership.

Quality Improvement & Patient Safety

- Integrate order sets into broader quality improvement, patient safety, and SaferCare initiatives.
- Champion order sets as a lever to reduce variation, improve reliability, and support best practice.
- Collaborate with Quality, Pharmacy, Nursing, and Informatics leaders to align order sets with stewardship, policy, and regulatory requirements.

System Leadership & Liaison Role

- Act as the primary physician liaison between the Order Set team, SaferCare leadership, and the Chief Medical Information Officer (CMIO).
- Participate in key leadership and advisory forums as required (e.g., OSC, ad hoc working groups, Regional Pharmacy User Group (RPUG), Medical Staff Advisory Committee (MSAC))
- Ensure physician perspective is clearly represented in system-level decisions related to ordering tools.

Desired Attributes

- Fluency in CERNER will be considered an asset.
- Comfortable making decisions and holding the line on standards.
- Able to challenge respectfully but firmly when patient safety or quality is at risk.
- Pragmatic, solutions-focused, and able to balance clinical ideals with real-world workflow.
- Respected by peers and known for getting things done.

Qualifications and Experience required:

- Active or provisional privileges at a Northern Health site.
- Experience and history of being a successful collaborative medical staff leader.
- Strong commitment to quality improvement, patient safety, and evidence-based practice.
- Proven ability to lead in complex environments, influence peers, and navigate competing clinical and operational priorities.
- Act as the primary physician liaison between the Order Set team, SaferCare leadership, and the CMIO.
- Participate in key leadership and advisory forums as required (e.g., OSC, ad hoc working groups, Regional Pharmacy User Group (RPUG), Medical Staff Advisory Committee (MSAC))
- Ensure physician perspective is clearly represented in system-level decisions related to ordering tools.

<p>For more information about the position, contact:</p>	<p>Resumes to be sent via e-mail to: Dr. Ronald Chapman, VP Medicine Email: Ronald.Chapman@northernhealth.ca</p>
<p>Dr. Gabriel Ayala, Director of Med Staff Ed/Engagement and Strategic Initiatives Email: gabriel.ayala@northernhealth.ca</p>	