

Position Profile

Head of Radiation Oncology

Reports To: Chief Medical Officer

Date: December 2024

ABOUT CANCERCARE MANITOBA

CancerCare Manitoba (“CCMB”) is the provincially mandated cancer agency and is responsible for setting strategic priorities and long-term planning for cancer and blood disorders. CCMB provides clinical services to both children and adults. The cancer services the organization provides to Manitobans include prevention, early detection, multidisciplinary cancer treatment, supportive and end-of-life care. CCMB is also responsible for radiation protection throughout the province. In addition, the Research Institute at CCMB investigates all aspects of cancer and blood disorders, including research to improve the patient’s experience while at CCMB.

CancerCare Manitoba relies on the ongoing support of Manitoba Health and its close working relationships with regional health authorities to deliver quality cancer services to Manitobans. The financial assistance provided by the donations of Manitobans to the CancerCare Manitoba Foundation is vital to undertaking research and providing quality care to Manitobans.

The organization’s multidisciplinary approach to patient care attracts experts in medical, radiation, and surgical oncology, hematology, the best and brightest scientists, passionate nursing staff, and other dedicated healthcare professionals.

Vision

A world free of cancer

Mission

To reduce and, where possible, eliminate the burden of cancer on the people of Manitoba through exemplary programs of prevention, diagnosis, treatment, rehabilitation, continuing care, research and education.

Values

Respect For People

Dignity, fairness, openness, equity, collaboration, co-operation, sensitivity to cultural diversity and identity, compassion, privacy, confidentiality

Integrity

Honesty, objectivity, reliability, responsibility, fidelity, transparency

Stewardship

Prudence, sensitivity to risks, opportunities and sustainability of human and material resources and the natural and built environment, accountability

Excellence

Timeliness, efficiency, effectiveness, relevance, diligence, creativity, initiative

CCMB Locations

- 5 locations in Winnipeg
- 1 location in Brandon

ABOUT THE HEAD OF RADIATION ONCOLOGY

The Head of Radiation Oncology will lead patient care, research, and educational initiatives, working closely with Radiation Oncology leadership and leadership at CCMB and Max Rady College of Medicine, University of Manitoba.

The Radiation Oncology Program (ROP) offers state-of-the-art radiation-based clinical services primarily located in Winnipeg with an additional site in Brandon. Program has three main components Radiation oncology, Medical Physics and , Radiation therapy and various teaching programs . The program is committed to person-centered care, meeting or exceeding national wait time standards, and quality improvement initiatives to support a safe environment for all while continuing to change and develop with the implementation of new technology.

Radiation Oncologists see approximately 4,500 consultations per annum from Manitoba and Northwestern Ontario, encompassing a population of 1.3 million. The program has seven linear accelerators and three CT simulators of which one linear accelerator and one CT simulator are located in Brandon. The radiation therapy computer systems have an integrated electronic medical record, which allows for the safe and efficient documentation, communication and transfer of patient treatment information across cancer services in Manitoba.

The program offers IMRT, IGRT, VMAT and DIBH treatment techniques with SBRT in major disease site groups. The Winnipeg site also offers brachytherapy for gynae patients and an orthovoltage unit for superficial treatment of skin cancers. CancerCare Manitoba also partners with Shared Health Manitoba and operates a dedicated SBRT Radiosurgery unit and a Gamma Knife SRS unit at the Health Sciences Centre. The Radiation Oncology program will also be installing an MRI simulator in the near future.

The Head of Radiation Oncology will be responsible to the physicians in the Department Radiation Oncology, CancerCare Manitoba (CCMB), and act as Section Head for the Section of Radiation Oncology, Department of Radiology, Max Rady College of Medicine, University of Manitoba (U of M).

KEY LEADERSHIP ACCOUNTABILITIES

Department and Patient-Centred Leadership

- Uphold the highest standards of professional conduct, ethics, and integrity in all aspects of leadership
- Ensure that patient care is delivered with compassion, empathy, and respect, maintaining the patient-centred mission of the institution
- Act as a role model for leadership within the ROP and organization, demonstrating sound judgment, accountability, and transparency
- Provide leadership, mentorship, and professional development opportunities to the radiation oncologists in program
- Foster a culture of collaboration, respect, and excellence within the department and within whole ROP
- Set clear expectations for performance and provide regular feedback to Physicians.
- Lead recruitment and retention efforts to build a strong, diverse, and high-performing team at physicians' level

- Develop and execute a strategic vision for the radiation oncology department aligned with the broader goals of CancerCare Manitoba, improving patient outcomes and operational efficiency along with rest of Radiation Oncology program such as Medical Physics and Radiation Therapy.
- Work with broader ROP leadership team and stay current on the latest advancements in radiation oncology technologies, research, and clinical practices..
- Foster innovation in radiation therapy techniques and adopt new treatment methodologies to improve patient care along with Radiation Oncology Program Leadership Team

Clinical Leadership and Operations

- Act as a representative of CancerCare Manitoba and the Radiation Oncology department, advocating for the needs and interests of the department within the broader organization and with external stakeholders
- Oversee Physicians management and their development
- Ensure departmental operations remain compliant with regulatory requirements
- Implement performance metrics and monitor departmental efficiency, quality, and productivity
- Oversee the delivery of high-quality radiation oncology services to patients along with ROP leadership
- Ensure the safe and effective use of radiation therapy, maintaining the highest standards of care and compliance with all regulatory and safety guidelines
- Work with ROP leadership team and may lead clinical teams in developing, implementing, and optimizing patient treatment plans
- Under ROP leadership team review and approve clinical protocols, radiation safety policies, and quality assurance procedures
- Collaborate with other clinical departments to ensure an integrated approach to cancer care
- Under ROP Leadership Team identify opportunities for program growth, including expansion of services, new technology adoption, and partnerships with academic and research institutions

Financial Planning

- Oversee financial planning and budgeting for the Radiation Oncology department, ensuring resources are allocated efficiently and effectively to meet the department's goals and objectives
- Monitor department revenue, expenses, and profitability, making adjustments as needed to meet financial targets
- Collaborate with ROP leadership and broader CCMB leadership to ensure resources and investments are directed toward high-priority projects and initiatives

Patient Care and Quality

- Lead patient care initiatives, ensuring that the highest standards of care are maintained
- Under ROP Leadership Team oversee the implementation of new technologies and treatment techniques to improve patient outcomes
- Lead quality improvement initiatives to meet or exceed national wait time standards and ensure a safe environment for patients and staff
- Ensure compliance with all regulatory and accreditation bodies

Research and Educational Initiatives

- Work closely with leadership at ROP level, CancerCare Manitoba and the Max Rady College of Medicine, University of Manitoba, to lead research and educational initiatives
- Foster a culture of continuous learning and innovation within the department, encouraging participation in clinical trials and evidence-based practice
- Promote ongoing professional development through mentorship, training, and educational programs for faculty, residents, and staff

Stakeholder Engagement and Communication

- Collaborate as part of ROP leadership Team with various departments and stakeholders, including regional health authorities and the CancerCare Manitoba Foundation
- Ensure effective communication between departments and stakeholders so all parties are aligned and working towards common goals

EDUCATION AND EXPERIENCE REQUIREMENTS

Candidates must be eligible for registration with the College of Physicians and Surgeons of Manitoba and Certified in Radiation Oncology by the College of Physicians and Surgeons of Canada (FRCPC). Candidates are required to have demonstrated research acumen, administrative experience and hold preferably an academic position of Associate professor or higher. Formal training or certification in the field of administration would be considered an asset.

- Leadership experience in a clinical and academic radiation oncology setting
- In-depth understanding of radiation therapy techniques, equipment, and emerging technologies
- Strong background in clinical research, with a focus on evidence-based practices and clinical trials
- Excellent interpersonal, communication, and organizational skills
- Ability to lead cross-functional teams and manage complex projects
- Understanding of departmental finances and budgets

CancerCare Manitoba and the University of Manitoba are strongly committed to equity and diversity within its communities and especially welcome applications from women, members of diverse communities, Indigenous persons, persons with disabilities, persons of all sexual orientations and genders, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

We ask those individuals with an interest in further exploring this exciting opportunity to contact:

LILLIAN WONG, Director, Executive Search and Recruitment
MNP LLP

Email: lillian.wong@mnp.ca

ABOUT WINNIPEG

Winnipeg is located in Treaty One Territory, the home and traditional lands of the Anishinaabe (Ojibwe), Ininew (Cree), and Dakota peoples, and in the National Homeland of the Red River Métis. Our drinking water comes from Shoal Lake 40 First Nation, in Treaty Three Territory.

Winnipeg is the vibrant capital city of Manitoba and lies at the geographic heart of North America. “The Peg” is located in the fertile Red River Valley at the junction of the Red and Assiniboine Rivers. The city is named after the nearby Lake Winnipeg and comes from the Western Cree words for “muddy water” - “winipihk”. The region is the traditional territory of the Anishinabe (Ojibway), Ininew (Cree), Oji-Cree, Dene, and Dakota, and is the birthplace of the Red River Métis Nation.



As of 2023, Winnipeg, the capital city of Manitoba, has a population of over 834,000 people and is steadily growing. It is the sixth largest city in Canada and the largest city in the province. Statistics Canada predicts that the population will approach 1 million by 2030.

One of the most economically and culturally diverse cities in Canada, Winnipeg is well known for its cultural achievement, flourishing arts scene, and welcoming spirit. We are a quirky, four-season city with something for everyone. Our location in the center of the continent makes for bright and sunny weather (sometimes windy too!), while the city is surrounded by prairie, forests, and hundreds of lakes – including Lake Winnipeg, the world’s 11th-largest freshwater lake. We have so many tree-canopied neighbourhoods for you to call home, and a never-ending list of activities for you to enjoy. No matter what your interests are, Winnipeg’s lifestyle is here for you.

A “City of Sunshine” we have the highest average number of sunlight hours in Canada with an average summer temperature of 25.4°C and an average winter temperature of -12.9°C.

Well known as a transportation hub and the “Gateway to the West”, key industries in Winnipeg include aerospace, agribusiness, finance and insurance, health and biotechnology, information and communications, electric power and apparel and furniture manufacturing. Major employers include James Richardson and Sons, Investors Group, Canada Life, Palliser Furniture, Motor Coach Industries, New Flyer, Boeing, Standard Aero, Pollard Banknote and Bristol Aerospace.

CentrePort Canada

The development of an inland port which will be a hub of transportation activity that brings together road, rail and air cargo to a central location for re-distribution with the intent of facilitating international trade and distribution and creating value-added services as goods move through the supply chain. Winnipeg’s proximity to the geographic centre of North America and 20,000 acres of land around the airport will be capitalized on to expand Winnipeg’s position as one of North America’s most important trading centres.

Manitoba Museum

The Manitoba Museum’s Indigenous Advisory Circle features members, academics and artists from the Dakota, Denesouline and Anishinaabekwe First Nations, along with Inuit elders and members of the Métis Nation. This Circle has been instrumental in bringing the Museum’s exhibits into the 21st Century, guiding aspects like Treaty Interpretation, Truth

and Reconciliation and the handling and display of important artifacts. To learn more of the area's Indigenous history, you'll find content in nearly every gallery, while notable exhibits include, We Are All Treaty People, the newly expanded and re-designed Prairies Gallery (which confronts Residential Schools and historic injustices on the land) and the iconic Welcome Gallery, which features a life-sized diorama of a Métis bison hunt

Assiniboine Park & Zoo

Winnipeg's premier green space is already visited by millions of people annually and already boasts the Leo Mol Sculpture Garden, the Assiniboine Park Zoo, and the Lyric Theater at which free concerts play throughout the summer season. With the establishment of the Assiniboine Park Conservancy, a private not-for-profit corporation dedicated to improving its infrastructure and services, the park and zoo have expanded to a world-class floral, zoological, artistic, and activity-based attraction to deliver internationally renowned entertainment and recreation options. The Journey to Churchill exhibit has been recognized as the most comprehensive northern species exhibit of its kind. Recently opened to the public, The Leaf is a spectacular indoor horticultural attraction that showcases four distinct biomes; the Hartley and Heather Richardson Tropical Biome, Mediterranean Biome, Babs Asper Display House, and the Shirley Richardson Butterfly Garden. The outdoor Gardens at The Leaf offers six diverse gardens spread through 30 acres of greenspace. The Indigenous Peoples Garden is a gathering place that celebrates Indigenous cultures and their deep philosophical understanding and respect for nature.



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The Canadian Museum for Human Rights

Located in the heart of downtown Winnipeg, the Canadian Museum for Human Rights, Canada's first federal museum located outside Ottawa, is housed in an iconic building and will be a national and international destination and a centre of learning where Canadians and people from around the world can engage in discussion and commit to taking action against hate and oppression. Opened in 2014, it enhances the public understanding of human rights, promotes respect for others, and further cements Canada's reputation for championing human rights issues from right here in Winnipeg.



True North Square

An iconic mixed-use development in the heart of Winnipeg's downtown area. True North Square is more than a collection of buildings – it is a living entity ready to accommodate a dynamic Winnipeg community, drawing in and capitalizing on the synergies between working, living, socializing, and gathering all in one central location. It is designed to be a vibrant hub that combines office, retail, residential, and entertainment spaces. The development spans over 1 million square feet and is situated between the Canada Life Centre and the RBC Convention Centre, making it a central part of Winnipeg's sports and entertainment district.

Sports

Winnipeg's sports teams offer a diverse range of entertainment and have fostered a strong sense of community pride. The Winnipeg Blue Bombers are a storied football team in the Canadian Football League (CFL). The team plays its home games at Princess Auto Stadium and is known for its dedicated fan base and community ownership. The Winnipeg Goldeyes are a minor-league baseball team that plays in the American Association of Professional Baseball. Established in 1994, the Goldeyes have won multiple league championships, including titles in 1994, 2012, 2016, and 2017. They play their home games at Blue Cross Park and are affectionately nicknamed "The Fish". The Winnipeg Sea Bears are a professional basketball team competing in the Canadian Elite Basketball League (CEBL). Founded in 2022, the Sea Bears play their home games at the Canada Life Centre. They have quickly become a beloved part of Winnipeg's sports scene. Lastly, the Winnipeg Jets are a professional ice hockey team in the National Hockey League (NHL). The team was originally established as the Atlanta Thrashers in 1999 and relocated to Winnipeg in 2011, bringing back the Jets name. The Jets play their home games at the Canada Life Centre.



Canada Life Centre

Home of the Winnipeg Jets and Winnipeg Sea Bears is Canada Life Centre, an indoor sports arena and entertainment venue in downtown Winnipeg. This facility can host a variety of premier sports, music and entertainment events and is designed to ensure the ultimate fan experience.

Princess Auto Stadium

Home of the Winnipeg Blue Bombers and the Manitoba Bisons, Princess Auto Stadium is a world-class athletic and recreation venue constructed near the University of Manitoba. The facility includes a new stadium with over 33,000 seats and 40 private suites with additional hospitality areas and a new fitness centre. Valour FC is a Canadian professional soccer club in Winnipeg which competes in the Canadian Premier League and plays their home matches at Princess Auto Stadium.



James Richardson International Airport

The \$585 million transformation of Winnipeg's airport including the construction of a new terminal, access road, parkade and an additional hotel means Winnipeg's ever-increasing passenger and cargo traffic levels will continue to be managed safely and efficiently. With expanded retail services reflective of Winnipeg, the ability to accommodate more and larger international flights, the opening of a new bus terminal, and the relocation of the Canada Post plant nearby, Winnipeg's airport is literally positioned to become one of the busiest in Canada.

The Assiniboine River Walk

A lighted pathway that lies on the north shore of the Assiniboine River from the Forks to the Legislative Grounds.

The Manitoba Centennial Centre

Home to Canada's Royal Winnipeg Ballet, the Manitoba Opera and the Winnipeg Symphony Orchestra, located in downtown Winnipeg includes the Concert Hall and Planetarium and the Manitoba Museum.

Rainbow Stage

Located at Kildonan Park offers fun, superb, award-winning performances of popular Broadway hits in a covered outdoor setting.

The Royal Manitoba Theatre Centre

Canada's first English-speaking regional theater and a model for regional theatres throughout North America; presents over 250 performances annually for more than 150,000 theatre lovers.

Fort Whyte Centre for Environmental Education

Fort Whyte is a wild oasis offering forests; self-guided trails, an interpretive centre and a freshwater aquarium.

Culture and Festivals

With over 935 parks, 24 golf courses, 50 indoor arenas and curling rinks, 40 galleries, 50 theatres and performance venues, and 20 libraries we believe in community, recreation and fun. We enjoy numerous unique festivals in our community including the Red River Exhibition with Manitoba's largest midway and a wide variety of family entertainment. Folklorama is the largest running multicultural event in the world of its kind, held throughout the city for two consecutive weeks during the summer months. The Winnipeg Fringe Theatre Festival is the second-largest fringe festival in North America. The annual Winnipeg Folk Festival is internationally renowned, 40 years old and running strong. The Festival du Voyageur is one of North America's longest-running winter festivals. These along with numerous others including the Winnipeg International Children's Festival, and the Winnipeg Jazz Festival, which hosts some of the finest Jazz Musicians from around the world and converges at the Winnipeg Art Gallery (Canada's oldest public Art Gallery,) help ensure that our unique contemporary culture grows and thrives.



Our musical roots are strong and deep as well. Since its founding in 1948, the Winnipeg Symphony Orchestra has been a pillar in the Canadian music scene, including the Winnipeg New Music Festival which features international and local artists who delight thousands of attendees each year. The Manitoba Chamber Orchestra has been offering an accessible, eclectic repertoire for over 50 years. The Manitoba Opera has also celebrated over 50 years of "changing people's lives through the glory of" professional opera. With over a century of experience, the Winnipeg Philharmonic Choir is Western Canada's longest-established adult choral group with a well-earned reputation for excellence.

There is no shortage of entertainment options and we have a sophisticated and open cultural scene. Canada's crossroads are easy to get to by land, rail or air; but difficult to leave.

For more information on Winnipeg please visit <https://www.travelmanitoba.com>, www.winnipeg.ca, www.economicdevelopmentwinnipeg.com, www.winnipeginlandport.ca, and www.centreventure.com.