

Associate Physician, VGH Renal Program

2023- 114232

Exec - 601 W. Broadway, 11 flr	Supplementary Job Title	Physicians & Medical Staff - Associate Physician	Home Worksite	00 - Excluded - VCHA	Labour Agreement	Excluded							
Union	905 - Mgt/Excluded-VCHA (37.5 Hr)	Position Type	Baseline	Job Status	Regular Full-Time	FTE	1.00	Standard Hours / Week	37.50	Job Category	Physicians	Salary Grade	09
Min Hourly	CAD \$52.61/Hr.	Max Hourly	CAD \$75.62/Hr.	Shift Times	Will vary	Days Off	Rotating						

Job Summary

Job Title:	Associate Physician, Renal Program
Work Site:	Vancouver General Hospital
Status:	Full-Time
Start Date:	January 2, 2024
Compensation Type:	Salary

Come work as an Associate Physician with Vancouver Coastal Health (VCH)!

The Associate Physician (AP), Renal Program, performs services within the scope of an Associate Physician's clinical duties and responsibilities and serves as a physician extender to provide care to patients followed by the Vancouver General Hospital (VGH) Renal Program.

The AP works under the supervision of the attending Nephrologist on a day-to-day basis and is accountable to the Head of the Division of Nephrology or documented delegate for the overall provision of quality of care and professional development.

The AP supports the provision of continuous care in a team-based environment working collaboratively with the most responsible physician (MRP), fellows, residents, nursing, and allied care providers to care for patients followed by the VGH Renal Program.

The AP has demonstrated ability to communicate effectively and build relationships with other health professionals and disciplines and holds excellent interpersonal skills and ability to work within a team. The AP also has demonstrated ability to document in accordance with the College of Physicians and Surgeons of British Columbia (CPSBC) and organizational standards, policies, and guidelines.

Qualifications

Education, Licensing, & Experience

- Medical degree from a school listed in the World Directory of Medical Schools. Minimum of two (2) years of accredited postgraduate training as a medical or surgical specialist, verified by the CPSBC.
- Successful completion of Part 1 of the Medical Council of Canada Qualifying Examination (MCCQE) or Steps 1 through 3 of the United States Medical Licensing Examinations (USMLEs).
- Must meet the CPSBC's English language proficiency requirements.

- Must be eligible for registration with the CPSBC in the Associate Physician class. The AP must have Canadian Citizenship, be a permanent resident, or be legally able to live and work in British Columbia.
- Qualified candidates will hold or achieve Advanced Cardiac Life Support (ACLS) certification prior to commencing orientation and will maintain such certification throughout their employment.

Knowledge & Abilities

- Demonstrated knowledge and skills to diagnose and manage common issues in ESRD such as volume assessment, evaluation for uremic symptoms, function of vascular access for dialysis, and signs of infection of the dialysis access.
- Demonstrated knowledge and skills to diagnose and manage common dialysis related complications such as hypotension or symptomatic volume overload.
- Demonstrated knowledge and skills to diagnose and manage common dialysis related symptoms such as pruritis, muscle cramps and restless legs.
- Ability to perform within the scope of Associate Physician duties and responsibilities as well as be able to interact, and adapt effectively with other professionals in complex, dynamic situations.
- Confidence and experience in recognizing and initiating response to emergency situations such sepsis, dialysis access related bleeding. Ability to recognize medical instability and address initial priorities of resuscitation and liaise with appropriate services in the hospital inpatient setting. Able to judge situations where discussion and reporting to senior and most responsible physicians is appropriate.
- Excellent English communication, including with patients, families, and other health care professionals. Ability to communicate effectively and collaborate with families about health findings, diagnosis, treatment, prognosis and follow up.
- Computer and written communication skills including order entry, clinical documentation, and ability to review relevant diagnostic information and health history.
- Ability and comfort in working in a team-based environment. Excellent interpersonal skills and ability to work within a team.
- Ability and comfort in working with hybrid in person and virtual care scenarios.
- Ability to carry out professional duties in the face of multiple, competing demands.
- Physical ability to carry out the duties of the position.

Assessment and Probationary Period

During a 12-week probationary period, the AP will undergo assessment and evaluation of their competence to perform the duties in the intended specialty areas under a supervising physician. The evaluation will include assessment of:

- Basic clinical skills
- Communication skills
- The ability and willingness to function as a member of a clinical team
- Specialized knowledge and skills applicable to the intended clinical placement
- Clinical decision-making and the appropriate use of clinical and diagnostic resources
- Clinical documentation

- Procedures required to function effectively within the team environment

Ongoing employment is contingent upon satisfactory completion of the probationary period, and subject to a six month and annual reviews.

Remuneration

The AP is an employee of VCH and will be paid in accordance with the provincial guidelines established by the Health Employers Association of BC (HEABC) at the pay level of Range 9 following a successful 12-week orientation and assessment period, and receives requisite benefits, including four (4) weeks of paid vacation and extended health, dental, life and disability insurance. During the 12-week assessment and orientation period, the AP will be remunerated at pay level Range 8.

Closing Statement

To apply now please visit **Health Match BC (HMBC)** via the link below:

[APPLY NOW](#)

As per the current Public Health Orders, as of October 5, 2023, all employees working for Vancouver Coastal Health must be fully vaccinated for COVID-19 or have received a single dose of the most-recent, updated COVID-19 vaccine. Proof of vaccination status will be required.

WHY JOIN VANCOUVER COASTAL HEALTH?

VCH is a world class innovator in medical care, research and teaching, delivering service to more than one million BC residents. At VCH, we embrace thinking boldly, taking smart risks, and "going first" when we believe it will lead to the best possible outcomes for patients and their families. We invite you to join us in creating healthy lives in healthy communities by showcasing our passion for care, connection to the communities we serve and our culture of teamwork that makes VCH a great place to work.

- Grow your career with employer-paid training and leadership development opportunities
- Wellness supports, including counselling, critical incident and innovative wellness services are available to employees and their immediate families
- Award-winning recognition programs to honour staff, medical staff and volunteers
- Access to exclusive discount offers and deals for VCH staff

Equity, diversity, and inclusion are essential to our goals of creating a great place to work and delivering exceptional care. We acknowledge and accommodate unique differences and ensure special measures are in place so that all prospective and current employees are given an opportunity to succeed.

We are committed to building a representative workforce and encourage applications reflecting diversity of sex, sexual orientation, gender identity or expression, racialization or ancestry, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Metis, Inuit, or Indigenous person.

Vancouver Coastal Health is proud to be recognized as one of Canada's Top 100 Employers in 2023.