

RFP 2024-01 ACTT Physician Leads - Casual

INTRODUCTION

The Alberta Medical Association is seeking qualified physicians to contract for the position of ACTT Physician Lead. This is a dedicated team of physician leaders who support the creation of a high-performing health system. You will gain leadership experience and improve your ability to inspire, influence, collaborate and manage change.

The contract offer requires a commitment of 4 hours/month minimum. The contract period will be at least six months with the possibility of long-term extension. The hourly billing rate is \$228.45.

All physicians, both family medicine and non-family medicine specialists are invited to apply - beginner, intermediate and experts.

Location – Alberta

Limited amount of travel may be required.

Candidates will be required to declare actual, potential or perceived conflicts of interest, including any other positions held within the AMA.

Interested candidates are invited to submit a Letter of Interest along with their CV, and a summary of relevant experience and qualifications to: RFP@albertadoctors.org This RFP will remain open until such time as the casual pool has been filled.

OVERVIEW

The AMA Accelerating Change Transformation Team (ACTT) supports physicians and teams to create a high-performing health system. ACTT is a physician benefit program and part of the AMA Agreement.

AMA ACTT is recruiting physicians to a casual pool of physician leaders from across the province to advance system priorities and champion the AMA ACTT strategy at zonal and provincial tables.

AMA ACTT Physician Leaders will receive comprehensive support from the AMA ACTT team, other Physician Leaders, and the AMA ACTT Medical Director. You will be supported by the AMA ACTT team with document preparation, navigating Zone/Provincial partners and structures, a plan to achieve concrete deliverables and access to AMA ACTT's physician leadership development program.

DELIVERABLES/ACCOUNTABILITY

Deliverables

With AMA ACTT support, you will:

- Attend and lead various virtual webinars to engage, recruit, lead and build the capacity of physician peers and system partners to advance system initiatives like:
 - CII/CPAR, funding models, e-referral, artificial intelligence, governance, leadership, etc.
- Provide subject matter expertise to webinars and physician meetings to be a positive champion for system improvements like:
 - Access, quality improvement, conflict resolution, team-based care, etc.

- Attend and lead AMA ACTT supported CPSA PPIP webinars to support physicians to meet their CPSA requirements.
- Recruit physician members to the provincial AMA ACTT Physician Champion Network (formal name change to AMA ACTT Physician Leadership Network to take place in the fall).
- Model a culture of continuous improvement in your own practice by documenting and sharing at least one clearly planned and executed quality improvement project per year.
- Demonstrate effective physician leadership by:
 - Engaging in leadership development opportunities [AMA ACTT Physician Champion \(Leadership\) Network](#)
 - Supporting the leadership development of physician peers
- Attend meetings as identified by the AMA ACTT Medical Director and team to provide thought leadership and collaboration with key stakeholders within the healthcare system.
- Additional duties and attendance at events as required with proper notice.

AMA ACTT Physician Lead Zone Specific Duties & Responsibilities

As appropriate, there may be zone specific duties required that are:

- Informed by Zone Leadership and integrated into Zone planning.
- Aligned to changing system priorities and AMA ACTT priorities, e.g., MAPS, regionalization, Primary Care Organization, etc.

Accountability

ACTT Physician Leads will report to the AMA ACTT Medical Director.

REQUIRED QUALIFICATIONS

Professional Certification / Designations

- Licensed to practice medicine in Alberta.
- A member in good standing of the College of Physicians and Surgeons of Alberta.
- A member of the AMA in good standing and remains a member in good standing throughout the term of the contract.

Education / Experience

- Minimum of three years' experience as a practicing physician – either family medicine or non-family medicine specialist.
- Proven ability, or strong desire to learn how to influence physician colleagues, foster collaboration and be a positive agent of change.

KNOWLEDGE, SKILLS AND ATTITUDE

Do you have:

- A desire to improve the healthcare system and to engage others in working together to achieve results.
- A strong understanding of – or a desire to understand - the complexities of the Alberta health care system.
- The skills to develop strong relationships and build the trust required to effectively influence positive change.

- Subject matter expertise in one or more areas like quality improvement, facilitation, governance, leadership, access, team-based care, Artificial Intelligence, EMR optimization, referral processes etc. We want to share your subject matter expertise!
- Exceptional oral and written communication skills; able to adapt messages based on the audience.
- Skills in effectively facilitating sessions that involve multiple stakeholders.
- Curiosity and a desire to learn and grow as a leader.
- A desire to work in a team environment.
- A flexible and adaptable mindset, able to work within a changing environment.
- Comfort working with a degree of ambiguity or uncertainty.

A combination of education, skills, knowledge, and motivation to learn will be considered.

What you will gain:

- The opportunity to share your passion, expertise, and experience to improve the healthcare system and patient care.
- The support of the AMA ACTT Team.
- Access to a network of influential physician leaders.
- An orientation to the role, AMA ACTT, and system initiatives.
- Career development and the opportunity to learn and practice leadership skills.

SCHEDULING AND COMPENSATION

- Funding is provided by AMA ACTT.
- Hours and days of work are negotiable within the contract.
- Commitment may require daytime, evening and (very rarely) weekend hours and is generally very predictable and pre-planned.
- The vast majority of hours are virtual via Zoom or Teams, with some pre-planned face-to-face events.
- Hours of work will vary depending upon the work involved and based on emerging system priorities.
- Hours will be compensated at \$228.45 per hour by invoice to the AMA at the end of each month.