

Position Summary

Position Title: Physician

Reports to: Program Director

Revision Date: April 2026

Summary:

The Physician provides primary health care in a team environment. The Physician is an integral member of an interdisciplinary team whose objective is to provide comprehensive health care and follow up. The position has a strong emphasis on health promotion, disease prevention, and community capacity building and works within a harm reduction framework.

Key Objectives:

1. Provide primary health care to individuals who experience barriers to accessing health care.
2. Deliver primary health care in the community health centre as well as other health care settings, community-based points of service, and through home visits.
3. Ensure appropriate, comprehensive treatment is provided by maintaining complete and accurate charts/medical records and participate in chart reviews and case conferences.
4. Complete intake and coordinate treatment plans.
5. Liaise with hospital system to facilitate and support continuity of care.
6. Act as part of an interdisciplinary team which assists with the development, analysis and implementation of policies and procedures for the benefit of improvement to the delivery of primary health care services.
7. Develop and maintain strong ties to other professionals and community members.
8. Participate in and share responsibility for the on-call coverage offered by Quest CHC.
9. Assist with the development, analysis, implementation and evaluation of policies and procedures.
10. Supervise student/learners by providing competent leadership, orientation, developing and scheduling of training/learning plans including shared client contact.
11. Provide input for development of strategic plans and attend and participate in staff meetings and special projects as assigned.

12. Conduct presentations, facilitate workshops and group meetings as well as participate in program planning and community initiatives.
13. Participate in the Integrated Community Lead (ICL) Model, which includes participating in community meetings, organizing and hosting, and follow up for the ICL Model for complex care needs clients (e.g. Health Links clients).
14. Work within the full scope of practice. Meet organizational quality and quantity of work standards. Comply with applicable medical directives, policies, regulations and legislation identifying any areas of noncompliance.
15. Participate in, and comply with, all health and safety processes and initiatives to ensure the organization remains a safe workplace.
16. Maintain and develop professional competence through training or appropriate continuing education.
17. Promote the mission, vision, values and philosophy of care developed by Quest CHC.
18. Other duties may be assigned as required.

Qualifications:

Education

- Current degree in Family Medicine from a recognized university and currently licensed to Practice in the province of Ontario by the College of Physicians and Surgeons of Ontario.
- Certificate of the College of Family Practice of Canada.
- Membership in good standing of the Canadian Medical Protective Association (CMPA), with liability coverage.

Experience

- Experience supporting individuals without a healthcare provider who are also experiencing mental health, addictions or concurrent disorders, street-involved populations (homeless, under-housed, sex trade workers), isolated seniors, sexually and gender diverse populations (2SLGBTQ+), at-risk children, youth and families.
- Experience in sexual health and/or HIV-related care is an asset.
- Experience in program development, implementation, monitoring and evaluation.
- Experience working with interdisciplinary teams is an asset.
- Experience in working with hazardous chemicals and materials and associated preventive measures outline/required by product Safety Data Sheets and WHMIS

Skills and Abilities

- Awareness of, and sensitivity to, the health issues of the community.
- Familiar with Community Health Centre model of needs and wellbeing.
- Ability to provide compassionate, respectful, non-judgmental and culturally competent care to priority populations.

- Thorough knowledge and proficiency in current primary health care services, in a community setting.
- Knowledge or willingness to learn approaches to care, including harm reduction, trauma informed, client driven care, and motivational interviewing.
- Knowledge of sexual health and HIV-related care or willingness to build capacity in this area.
- Strong interview skills and ability to communicate effectively in English, both in writing and orally. Proficiency in other languages is an asset.
- Ability to function independently in potentially difficult situations and the ability to decide what presenting conditions are a priority.
- Ability to deal with disruptive behaviour, crisis management and de-escalation.
- Ability to plan and organize assigned duties.
- Ability to establish positive working relationships with multi-disciplinary team, clients and service providers.
- Ability to problem-solve and apply sound judgment.
- Proficiency in the use of computer software such as Microsoft Office and electronic medical records such as PS Suites.
- Knowledgeable with resources within the community and methods of access.

Conditions of Employment

- Valid Ontario Driver's License, access to a reliable vehicle, and a Police Reference Check are required.
- Current certification or willingness to become certified in Non-Violent Crisis Intervention (NVC).
- Maintain confidentiality in compliance with the Personal Health Information Protection Act (PHIPA), Freedom of Information and Protection of Privacy Act (FIPPA) and Personal Information Protection and Electronic Documents Act (PIPEDA).
- Maintain and develop professional competency through training or appropriate continuing education.

Physical Demands

The position requires fine motor movements and gripping, handling and/or lifting 10-20 pounds. It also requires sufficient mobility to allow sitting, standing and twisting to reach patients and equipment. The position also requires far and near vision, depth, spatial and form perception, feeling, reading, writing.

Speech and listening are critical aspects of the role to effectively communicate with clients for education, instructions and general rapport to relieve anxiety.

Working Conditions

The duties of this position are performed both inside and outside the health care centre including satellite locations and points of service. Work settings include community locations such as hospitals, homes, shelters and drop-in centres where the potential for dangerous

situations to occur is higher than in an office setting. The position may also be required to provide "On Call" services.

The candidate must be able to work varying work schedules, including evenings, and in multiple work locations.

We are committed to workplace equity and diversity and encourage submissions from equity-deserving groups who identify based on ability, cultural background, race, sexual orientation and/or gender.

Employee Signature: _____	Date: _____
Supervisor Signature: _____	Date: _____