Role Description: Regional Colposcopy/Cervical Screening Lead

Background:

The South West Regional Cancer Program “SWRCP” oversees the delivery and quality of cancer services for the South West LHIN which includes the counties of Grey, Bruce, Huron, Perth, Middlesex, Oxford, Elgin, and part of Norfolk, in partnership with 30 members of the region’s cancer services association. It is one of 14 Regional Cancer Programs created by Cancer Care Ontario in 2005 to ensure cancer care is delivered according to province-wide quality standards. The SWRCP is committed to preventing, screening for, and detecting cancer, providing the highest quality comprehensive care possible, and to supporting families and clients throughout the continuum of care.

Our vision is to ensure we are able to provide a comprehensive regional cancer system and the highest quality cancer care to the citizens living in the South West Region by ensuring access to the right services, in the right place, at the right time, by the right provider for all forms of cancer. Part of this vision is to work is to improve the quality of colposcopy and cervical screening services available for patients and their families, and to improve the patient experience by ensuring timely access to the services. Specifically, we strive to better align quality initiatives in the South West to those underway provincially and to build capacity in our Region through collaboration and knowledge sharing.

Organizational Relationship:

Accountability (direct) to the Regional Vice President (RVP) of Cancer Services
Accountability (indirect) to the CCO Provincial Head, Ontario Cervical Cancer Screening Program

STATUS: Represents a notional 1 day per week (0.2 FTE)

The Ontario Cancer Plan aims to accelerate the reduction in cancer prevalence and mortality by implementing coordinated and organized cancer screening programs across Ontario. The successful implementation of this multi-faceted strategy will require close collaboration between Cancer Care Ontario (CCO), the Regional Cancer Program (RCP), and other healthcare system stakeholders. In partnership with the fourteen RCPs, CCO is responsible for providing governance and management of the Cancer Screening (CS) Program. The CS Program covers three clinical service areas: breast, colorectal and cervical cancer screening.
The Ontario Cervical Screening Program (OCSP) seeks to reduce cervical cancer incidence and mortality. CCO initiatives to raise both public and healthcare provider awareness of the importance of cervical cancer screening are ongoing. CCO also works closely with Public Health Ontario to support primary prevention through their human papillomavirus (HPV) immunization strategies.

The Regional Colposcopy/Cervical Screening Lead will fulfill a critical role in improving quality, safety, and accessibility to appropriate care from prevention and screening to diagnosis and treatment to appropriate management of pre-invasive cervical diseases. Regional Colposcopy/Cervical Screening Leads are clinical leaders who provide advice and contribute to implementation on this continuum and to identify best practices, opportunities for improvement and risks to the screening and colposcopy programs.

The Regional Colposcopy/Cervical Screening Lead provides the leadership to build, foster and maintain quality colposcopy/cervical screening services throughout the region. The Lead does this by working collaboratively with the RVP, Regional Cancer Program (RCP) team and community hospitals/organizations as well as with the CCO CS Program. The Colposcopy/Cervical Screening Lead actively engages colposcopy/cervical screening providers from across the region to implement CCO’s and the Colposcopy/Cervical Screening Program’s quality initiatives (e.g., guidelines, standards, Ontario Symptom Management Collaborative).

Responsibilities:

- **Provide strong, visionary leadership at the Regional level as a recognized leader in colposcopy and cervical cancer prevention**
  - Provide advice to the SWRCP on all colposcopy-related aspects of a high quality cervical cancer prevention program at the regional level.
  - Demonstrate in-depth, up-to-date knowledge of clinical issues, relevant guidelines and the health system.
  - Promote a person-centered approach, and ensure the work of the program is undertaken in accordance with CCO’s guiding principles of transparency, equity, evidence-based, performance-oriented, active engagement and value for money.
  - Stay abreast of current clinical research that informs and results in change to clinical practice.
  - Broker relationships with facilities delivering colposcopy services.

- **Champion the strategic vision and goals for CS in collaboration with the Provincial Clinical Lead, OCSP**
  - Participate in strategic planning for regional program development related to cervical cancer prevention and screening.
  - Participate locally, regionally and with CCO in the planning and implementation of cervical cancer screening and prevention in the region, including diagnosis, treatment and follow-up of pre-malignant and pre-clinical invasive disease.
  - Be an advocate for the screening and colposcopy programs.
• Ensure the provision of educational opportunities based on evidence-based clinical guidelines, standards, and policies of the program in consultation with the Clinical Lead, OCSP
  o Communicate at formal and informal venues evidence-based clinical standards, guidelines and policies of the Ontario screening and colposcopy programs to colposcopists and others involved with cervical cancer screening and prevention in the region including primary care providers and public health units.
  o Serve as a resource to other RCPs that do not have a Regional Colposcopy Lead

• Monitor regional clinical performance and advise on system performance and quality improvement to champion and facilitate ongoing development and maintenance of the colposcopy QBP
  o Contribute to the development of a quality program for OCSP, including colposcopy, in collaboration with the provincial leads, lead scientists, OCSP, the SWRCP, and CCO, including but not limited to the colposcopy QBP initiatives.
  o Participate in relevant quarterly performance review meetings with leadership at the SWRCP.
  o Provide advice on OCSP performance and outcomes to the RCP.
  o Address colposcopy-related service delivery issues within the region (e.g. quality management, access, wait times, etc.)
    ▪ Lead local quarterly initiatives to target performance gaps
  o Provide advice to the Regional Vice President and relevant Clinical Leads at CCO on clinical standards, and other system requirements in accordance with the goals and objectives of the OCSP.

• Identify and respond to Regional system issues related to CS and the OCSP
  o Provide advice to the SWRCP in relation to the OCSP.
  o Collaborate with the Clinical and Scientific Leads, OCSP, Regional Primary Care Leads, and other Regional Colposcopy/Cervical Screening Leads in the identification and resolution of issues related to cervical cancer prevention from screening through diagnosis, treatment to follow-up.
  o Provide expert advice and support to the regions on clinical pathways from screening to final diagnosis of cervical cancer.
  o Provide advice to the Regional Vice President and local colposcopists on clinical standards in screening and colposcopy, the latter as specified in The Organization of Colposcopy Services in Ontario: Recommended Framework.

• Collaborate with the other CS Regional Leads on the implementation, consistency and sustainability of CS both within and among programs
  o License to practice medicine in Ontario, including colposcopy
  o Work with the provincial Clinical Lead, OCSP, Regional Primary Care Leads, Regional Aboriginal Cancer leads and other Regional Colposcopy/Cervical Screening Leads in the management of cervical cancer screening and prevention-related aspects of the program from a provincial and regional perspective.
  o Participate in provincial and regional clinical lead meetings and other corporate initiatives, as required.
Qualifications, Experience and Training:

- Actively practicing colposcopy and/or cervical cancer screening.
- Formal training in colposcopy is preferred. In its absence, documentation of extensive professional expertise and experience in colposcopy may be acceptable (in alignment The Organization of Colposcopy Services in Ontario – Recommended Framework).
- Active staff appointment at a public hospital in Ontario. Maintenance of expertise by performing approximately 100 colposcopic examinations per year, of which about 25% are for new patients.
- Demonstrated interest in population based cervical prevention and screening.
- Current membership in the Society of Canadian Colposcopists is preferred. Successful candidates will be asked to become active members, if not already members.
- Understanding of the principles of organized population-based cancer screening programs.
- Evidence of quality and/or research initiatives or innovative clinical practice.
- Demonstrated evidence of continuing professional education in colposcopy-related practice and cervical cancer screening.
- Recognition as an opinion leader within their professional community.
- Knowledge of clinical, administrative and system issues with respect to cervical cancer screening.
- Ability to analyze information, actively participate in decision-making and communicate these to clinical and non-clinical audiences.
- Excellent interpersonal and communication skills, ability to build consensus and implement change.
- Knowledge in the area of cervical cancer screening and prevention.

*While all of the above qualifications are desirable for this position, interested parties who meet the majority, but not all, are encouraged to apply.*

Term of Appointment:

The Regional Colposcopy/Cervical Screening Lead will be appointed for a 3-year renewable term by the RVP in conjunction with the provincial Clinical Lead, OCSP. The appointment will be reviewed annually by the RVP and the provincial Clinical Lead, OCSP.

Reporting:

- It is expected that the Regional Leads will report at Quarterly performance review sessions in conjunction with the RVP.
- Regional Leads will attend relevant Quarterly performance review sessions as required by the RVP and/or CCO.
- Regional Leads will complete the appropriate section of the ICP Comprehensive Year-End Report.