Physician-in-Chief, Department of Medicine

About the Role

Cambridge Memorial Hospital is seeking a visionary physician leader to serve as Physician-in-Chief of the Department of Medicine. In this leadership position, you will provide both clinical and administrative leadership for our Department of Medicine, ensuring the delivery of exceptional, evidence-based care to our community. You will work collaboratively with the current Medical Director of Medicine Programs and the Clinical Director of Medicine Program, and partner with hospital leadership, nursing, and interdisciplinary teams to drive quality, safety, and operational excellence. Any physician with an FRCPC in general internal medicine or any of the recognized sub-specialties is encouraged to apply. The anticipated start date is January 1, 2027.

About Cambridge Memorial Hospital

Cambridge Memorial Hospital is a vibrant, full-service, 217-bed acute care hospital affiliated with McMaster DeGroote School of Medicine, located in Cambridge, Ontario. Serving the communities of Cambridge North Dumfries and Region of Waterloo, it provides a wide range of inpatient and outpatient care services, including intensive care, surgery, maternal and newborn care and mental health supports. Our Department of Medicine comprises multiple sub-specialty divisions, including Cardiology, Critical Care, Dermatology, Endocrinology, Gastroenterology, General Internal Medicine, Infectious Disease, Nephrology, Neurology, Oncology, Palliative Care, Respirology, Rheumatology, and others. We are committed to fostering a collaborative, supportive work environment where clinicians thrive and patients receive timely, expert care. Our facility serves a diverse patient population and is deeply rooted in the community we serve.

A decade long capital redevelopment project completed in 2025, modernizing the hospital to meet the evolving needs of the growing communities it serves. With state-of-the-art patient care facilities, CMH is one of the most technologically sophisticated hospitals in the Waterloo Wellington region. CMH is also currently embarking on a journey to implement a new Hospital Information System (HIS) in the fall of 2026.

Key Responsibilities

Clinical leadership:

- Provide direct patient care as a practicing physician in general internal medicine or a recognized sub-specialty, maintaining a clinical presence in the Department of Medicine.
- Set and uphold clinical standards, protocols, and evidence-based practices across the department.
- Champion a culture of patient safety, compassionate care, and clinical excellence.
- Oversee and participate in peer review, credentialing, and privileging processes for Department of Medicine providers.

Administrative & Operational Leadership:

- Develop, implement, and monitor departmental policies, procedures, and strategic initiatives.
- Oversee scheduling, staffing, and resource allocation to ensure 24/7 coverage and optimal patient throughput.
- Lead recruitment, onboarding, and retention of physicians and advanced practice providers across the Department of Medicine and its sub-specialty divisions.
- Serve as a key liaison between the Department of Medicine, hospital administration, and the medical staff.
- Work collaboratively with the Interim Medical Director of Medicine Programs and the Clinical Director of Medicine Program to align medical, operational, and program priorities.
- Partner with hospital and system leadership on strategic planning and program development
- Support undergraduate and postgraduate medical education and scholarly activity within the department.

Quality, Safety & Compliance:

- Champion patient safety, equity and evidence-based practice
- Lead quality improvement initiatives
- Oversee clinical operations, including patient flow, quality improvement, and resource utilization
- Oversee quality reviews, critical incident analysis, and corrective action planning.
- Collaborate with nursing leadership to promote interdisciplinary teamwork and shared accountability.

Community & Strategic Engagement:

- Represent the Department of Medicine on medical staff committees and hospital leadership forums.
- Participate in community outreach and disaster preparedness planning.
- Identify opportunities for service line growth and department innovation.

Qualifications

- Doctor of Medicine (MD) with FRCPC certification in general internal medicine or any of the recognized medical sub-specialties
- Eligible for licensure with the College of Physicians and Surgeons (CPSO)
- Demonstrated leadership experience in internal medicine or a medical sub-specialty

- Strong track record in clinical excellence, quality improvement and team leadership
- Experience in medical education and/or research would be an asset
- Exceptional communication, collaboration, and change management skills
- Minimum of 5 years of clinical experience in internal medicine or a recognized sub-specialty.
- Minimum of 2–3 years of leadership, administrative, or medical directorship experience.
- Demonstrated commitment to quality improvement, patient safety, and evidence-based practice.
- Strong interpersonal, communication, and conflict-resolution skills.
- Fellowship training or advanced degree in healthcare administration (MBA, MHA, or equivalent) would be an asset.

Why Join Us

- Opportunity to shape the future of medical care in a growing community
- Academic affiliation with McMaster DeGroote School of Medicine with opportunities for teaching and research
- Collaborative and supportive leadership environment
- Located approximately 1 hour from Toronto, London and Hamilton, offering access to urban amenities and natural surroundings

Submit materials to: Medical Affairs, Nina Grealy ngrealy@cmh.org

Questions: Contact the Office of Medical Affairs at (519) 621-2330 extension 2305

How to Apply: Interested candidates are invited to forward their Expression of interest describing their relevant leadership experience, and three professional references, along with their CV to Nina Grealy in the Medical Affairs office at Cambridge Memorial Hospital. Applications are reviewed on a rolling basis, and the position will remain open until filled. We look forward to welcoming a new member to our team.

Chief of Staff Office and Medical Affairs
Cambridge Memorial Hospital
Ngrealy@cmh.org
Tel: 519-621-2333, ext. 2305
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CMH Inclusion Statement

At Cambridge Memorial Hospital (CMH), community matters to us. We acknowledge and are grateful for the opportunity to meet, work and offer healthcare on what is the traditional territories for the Anishinaabe, the Haudenosaunee and the Chinnonton.

We are committed to providing and fostering a respectful, caring, and inclusive workplace; one that generates belonging. We want a work culture where people are free to express their authentic selves and are able to bring their best daily. That includes a workplace that is free from violence, harassment and discrimination of any kind.

We welcome all applicants and encourage members of equity-deserving groups including Indigenous and LGBTQ2SIA+ communities regardless of race, gender, sexual orientation, gender identity or expression, lifestyle, age, educational background, national origin, religion, neurodiversity or physical ability. We promise to ask if needed, and to provide reasonable accommodation to you during the recruitment and selection process to ensure an equitable experience.

To support all of us in this journey, Cambridge Memorial Hospital is an employee partner with the Canadian Centre for Diversity & Inclusion (CCDI) and provides access to all CMH members to CCDI resources and education. We encourage you to reflect upon our inclusive commitment to you as we welcome and encourage you to explore a promising future career at CMH.

We thank all those who apply, however only those selected for an interview will be contacted.