

**MEDICAL DIRECTOR – KIDNEY SERVICES PEDIATRIC (Joint Position)**

**BC CHILDREN’S HOSPITAL**

and

**BC RENAL**

***Revised in March 2026***

This role description will be reviewed each fiscal year with a more thorough evaluation at the end of the current BC RENAL strategic plan (March 31, 2028).

**ROLE SUMMARY**

The Medical Director – Kidney Services (MD-KS) Pediatrics provides medical leadership and direction for the continuum of kidney services. The role is the essential link to enhance communication and collaboration across the province and BC RENAL. This position holds dual accountability to BC CHILDREN’S HOSPITAL, and facilities within them, and BC RENAL. All activities and behaviours will be in accordance with the institutional, professional and organizational policies and by-laws.

As a key leader within BC CHILDREN’S HOSPITAL, the MD-KS Pediatrics advocates and facilitates:

- effective cross-functional teams to optimize and coordinate patient care of kidney services;
- adherence with standardized best practices;
- implementation of provincial initiatives within the province;
- collaboration with the MD-KS Pediatrics dyad partners (i.e., Renal Administrator) to provide support and address priorities; and
- alignment of kidney services to the province, BC CHILDREN’S HOSPITAL and BC RENAL strategic plans.

A detailed outline is available in the “RESPONSIBILITIES” section.

**FUNCTIONAL WORKING RELATIONSHIPS**

The MD-KS Pediatrics works in close collaboration with their leadership colleagues, including the University of British Columbia (UBC) Department of Pediatrics’ Division Head for Nephrology, the Clinical Lead Pediatric Dialysis, Clinical Lead for Pediatric Nephrology Outreach, and BC Children’s Hospital’s Director of Kidney Transplantation, as well as the regional and provincial clinical teams.

In terms of reporting, the MD-KS Pediatrics reports to the Executive Director of BC RENAL, as well as BC CHILDREN’S HOSPITAL Operational Leadership. Additionally, the MD-KS Pediatrics is subject to a performance management review with the Executive Director of BC RENAL. It is strongly advised that the MD-KS Pediatrics complete a performance management review within BC CHILDREN’S HOSPITAL leadership structure.

To ensure a cohesive and collaborative approach, the MD-KS Pediatrics will work with the Health Authority’s Program Director for Specialized Pediatric Medical Services (directly or through delegated Program Managers or Administrative Supervisors) to address key issues that are related to but extend beyond nephrology, such as medical care concerns, support for e.g., vascular or other related kidney disease surgery, medical professional standards. The MD-KS Pediatrics will work with the Department of Pediatrics’ Division Head for Nephrology for the recruitment of medical staff and cooperative agreements with Pediatric Nephrology providers in the community.

## RESPONSIBILITIES

Given the depth and breadth of this position, selection of the appropriate individual is essential to ensure all responsibilities associated with the role are fulfilled effectively.

### Communication and Engagement

- Active engagement with the Nephrology Program Site Leads to facilitate and inform kidney care across HARP:
  - Invite the Nephrology Program Site Leads to applicable executive regional group discussions, regional communication and engagement processes; and
  - Liaise with the Nephrology Program Site Leads and BC RENAL to maintain bidirectional communication.
- Have regular check-ins with BC RENAL, so that knowledge about specific issues or opportunities are well understood by all.
- Participate and have standing meetings with operational health leaders within BC CHILDREN'S HOSPITAL.
- Support BC CHILDREN'S HOSPITAL with the development and oversight of other groups (e.g., vascular access, surgical access, etc.) including but not limited to specific areas, disciplines, or for specific tasks, when needed.
- Support provincial members of the kidney community, when requiring the expertise of the MD-KS Pediatrics, and provide direct communication to them to disseminate information.
- Seek pediatric nephrologist, nursing, and allied health representation/and appropriate membership to be on local and provincial committees as required. The process may involve participation in the selection of kidney clinical care providers for committee work within, and between, the province and BC RENAL.
- Coordinate with the BC Children's Hospital Multi-organ Transplant program given the overlapping communication, and patient groups.

### Provision of Care

- Support and champion the maintenance of quality improvement and quality assurance programs, and the ongoing monitoring of provincial standards of patient care; The MD-KS Pediatrics reviews data and provides necessary input to support institutions in achieving the defined and benchmarked standards. The standards ensure care delivery is safe, timely, culturally appropriate, effective, efficient and appropriate for the needs of the kidney patients.
- Advocate that kidney care is delivered in an integrated fashion (within and across programs) while maintaining the focus of effectiveness and efficiency.
- Facilitate the development of a beneficial relationship with the other members of the integrated team. Suggestion to have regular meetings with the integrated teams to examine safety and effectiveness. Discussions include the above metrics with the rest of the team in co-leading fashion.
- Collaborate with the kidney clinical, administrative and leadership teams to provide guidance on resolving care delivery issues brought forth by the Nephrology Program Site Leads and members of the province.
- Advocate to the province and/or BC CHILDREN'S HOSPITAL to ensure kidney clinical team members

have access to training that supports the delivery of culturally appropriate care to patients.

- In response to any emergencies, supports coordination and collaborates with the BC CHILDREN'S HOSPITAL Program Director for Specialized Pediatric Medical Services and BC RENAL, where applicable, in accordance with Health authority and provincial disaster plans. In urgent situations (e.g., pandemic) the MD-KS Pediatrics and the Department of Pediatric's Division Head are jointly involved in the operationalization of issues.

### **Strategy and Policy**

- Support the development and implementation of BC CHILDREN'S HOSPITAL strategic plan.
- Advocate and collaborate with the province, BC CHILDREN'S HOSPITAL and BC RENAL to ensure kidney services are aligned with both strategic plans.
- Collaborate with BC CHILDREN'S HOSPITAL Program Manager for Pediatric Nephrology, executive sponsor, other leadership colleagues and BC RENAL to advocate for an effective structure and organizational work plan to meet the needs of the province. This can include regular meetings, usually of a core group with respect to strategic issues.
- Responsible for approving and providing an annual list of physicians who have access to BC Renal-funded HARP resources (services funded by BC Renal and provided by BC CHILDREN'S HOSPITAL such as KCC clinics, HD/PD services, and formulary medications). Physicians who do not have approval, but want patients to have access to BC Renal-funded HARP resources must refer to approved Health Authority nephrologist/establish a 'shared care' model. HD/PD patients must be under the care of an approved nephrologist. Physicians are expected to follow protocols/guidelines and ensure responsible use of resources.

### **Resource Allocation**

- Collaborate with the Renal Director and/or Program Manager of the renal program(s) to ensure fair and equitable use of funding that may exist for QI projects and education through provincial contracts. Identifies potential overlap between the Health Authorities and provincial initiatives, and fosters collaboration as appropriate to avoid duplication of projects. The MD-KS Pediatrics is one of the approvers for the disbursement of the funds.
- Maintain working knowledge of the financial status of BC CHILDREN'S HOSPITAL and work to support alignment with the Renal Resource Management Model (RRMM). Through these efforts, advocate for equitable distribution of resources, and bring attention to gaps in kidney patient care or misalignment of resources.

### **Workforce Planning**

- Working with the BC CHILDREN'S HOSPITAL leadership colleagues to support the development of the provincial health workforce planning.
- Collaborate with the UBC Department of Pediatrics Division Head of Nephrology in the interview process for nephrologists, and ensure the hired nephrologist understands the working relationship between BC RENAL and the BC CHILDREN'S HOSPITAL.

### **TIME COMMITMENT AND COVERAGE EXPECTATION**

The MD-KS Pediatrics is expected:

- To participate at the regularly scheduled (monthly or bimonthly) BC RENAL Medical Directors meeting where appropriate;
- To participate at the annual Consensus meeting;
- To participate at the two (2) BC RENAL Medical Advisory Group meetings per year;
- To attend the two (2) BC RENAL Executive Committee meetings per year; and
- To be involved in the coordinating and facilitating activities outlined in the “RESPONSIBILITIES” section: this includes but is not limited to
  - Regular meetings with Administrative Leads
  - Regular communication with Executive Sponsor
  - As needed basis meetings with the Clinical Lead of Pediatric Dialysis and The UBC Department of Pediatrics Division Head of Nephrology

In the event of the MD-KS Pediatrics absence, MD-KS Pediatrics will delegate and choose an Acting MD-KS Pediatrics to fulfill administrative duties, if necessary, and be available for emergency response.

### **COMPENSATION**

BC RENAL is committed to provide a yearly maximum of \$20,000.00 CAD towards the MD-KS Pediatrics salary. The MD-KS Pediatrics receives additional remuneration from BC CHILDREN’S HOSPITAL.

### **TERM OF APPOINTMENT**

The terms are set between the MD-KS Pediatrics and BC CHILDREN’S HOSPITAL.

In order to accomplish the goals and responsibilities of the MD-KS Pediatrics, it is strongly recommended that the initial appointment is for a period of five (5) years with the possibility of renewable extensions for two (2) year periods.

In the event that the MD-KS Pediatrics or BC CHILDREN’S HOSPITAL chooses to not renew the contract, it is recommended that there be a minimum of six (6) months of overlap between the departing MD-KS Pediatrics and their replacement to ensure a smooth transition and adequate knowledge transfer.

### **QUALIFICATIONS**

The MD-KS Pediatrics will:

- Be a registered member in good standing of the College of Physicians and Surgeons of the Province of British Columbia and conduct his/her practice of medicine consistent with the conditions of such registration.
- Be a member of the medical staff of BC CHILDREN’S HOSPITAL.
- Will abide by the code of ethics of the Canadian Medical Association as adopted by the College of Physician and Surgeons of British Columbia.
- Be a licensed pediatrics nephrologist for a minimum of five (5) years.
- Leadership training and/or experience at the regional or provincial level is valued.
- Have a good understanding of the provincial renal organizational structure.
- Have collaborative leadership style, strong communication skills and excellent interpersonal skills.

**SELECTION PROCESS**

The UBC Department of Pediatrics, Division Head Nephrology is responsible for recruiting and selecting the appropriate individual. To encourage a collaborative process of involved parties, during the selection process, it is recommended that there be communication with BC CHILDREN'S HOSPITAL's Program Director for Specialized Pediatric Medical Services prior MD-KS Pediatrics (when feasible) and BC RENAL.

**TERMINATION**

Either parties involved, MD-KS Pediatrics or BC CHILDREN'S HOSPITAL, may terminate the Agreement based on the terms set between the MD-KS Pediatrics and BC CHILDREN'S HOSPITAL.