

! Exciting Job Opportunity !

Director, Professional Practice

The College of Dental Hygienists of Ontario is looking to fill the exciting, rewarding position of **Director, Professional Practice**.

CDHO is the regulatory body for over 15,000 Registered Dental Hygienists in Ontario. We regulate Registered Dental Hygienists in the interest of the people of Ontario. These regulatory activities include establishing entry-to-practice requirements, developing and promoting Practice Standards, supporting continuing competence and fostering professional engagement, and managing concerns related to professional conduct.

This is an excellent opportunity to join an innovative organization with a dedicated team of talented, committed individuals. Our office is conveniently located at Bloor and Church in vibrant downtown Toronto. This is a full-time position that operates in a hybrid environment, with occasional onsite attendance required. In compliance with our organizational policy, the successful candidate will be required to provide proof of vaccination against COVID-19.

POSITION OVERVIEW

The **Director, Professional Practice** is responsible for leading all aspects of the development and delivery of CDHO's Quality Assurance and Professional Practice programs. The Director ensures that CDHO is meeting its legislated and policy-directed Quality Assurance requirements for Registered Dental Hygienists. As a member of the Senior Management Team, the Director, Professional Practice participates in, and contributes to, regular senior team meetings and strategic planning activities.

KEY RESPONSIBILITIES

- Oversee all aspects of CDHO's Quality Assurance Program and Practice Advisory service by providing cohesive leadership to program managers and the practice advisors.
- Maintain CDHO's Standards of Practice and Practice Guidelines to ensure they reflect the latest trends in Dental Hygiene care.
- Monitor trends in professional regulation to identify ways to modernize the Quality Assurance Program, the Standards of Practice and Practice Guidelines to better protect the public interest.
- Participate in, and contribute to, regular senior team meetings and strategic planning activities.
- Ensure Quality Assurance policies, procedures, and processes are equitable and consistent with the *Regulated Health Professions Act, 1991*, the *Dental Hygiene Act, 1991*, CDHO's Standards of Practice, and CDHO's Bylaw and leads appropriate change.

QUALIFICATIONS

Education/Experience

- Minimum five years' experience in professional regulation or healthcare or higher education.
- Minimum five years' experience in a leadership role.
- University or graduate degree in public policy, healthcare or a related discipline.
- Registration with CDHO an asset.

Demonstrated Skills

- Strong knowledge of health profession continuous quality improvement and continuing competence.
- Strong understanding of adult education principles and change management.
- Experience with databases and learning management systems.
- Excellent leadership and communication skills, both verbal and written.
- Ability to foster a culture of respect that values diversity and inclusiveness.
- Proven track record of building and supporting an atmosphere of cooperation that will drive individual and team motivation and results.
- Creative problem solver with a strong focus on evidence-informed program development and maintenance.
- Excellent analytical skills with the ability to assess complex legal, policy, and procedural documents and issues.
- Proven strategic planning, project management and organizational reporting skills.

ENVIRONMENT

- Hybrid with some on-site requirement. Occasional requirement for out-of-regular-hour attendance at Committee meetings or program functions. Attendance and presentation at workshops, Council meetings or other meetings with partners.
- All team members are fully vaccinated against COVID-19 pursuant to the Government of Canada's guidelines; OR have a valid Human Rights Code-based exemption from COVID-19 vaccination and provide sufficient documents establishing the exemption.

DIRECT REPORTS

- Manager, Quality Assurance
- Manager, Quality Assurance Resources
- Practice Advisors x 2

WHAT WE OFFER

- Sector-competitive salary
- Extended benefits, including dental and vision coverage
- Four weeks vacation (beginning) and paid time off between Christmas and New Years
- Personal/sick days
- Generous professional development opportunities
- An RRSP program

HOW TO APPLY

Qualified candidates are invited to apply by submitting their resume and cover letter via email to careers@cdho.org no later than **September 30, 2024**.

We treat all employees as individuals according only to their abilities to meet job requirements. That happens without regard to race, colour, ancestry, place of origin, religious beliefs, gender, age, physical disability, mental disability, marital status, family status, sexual orientation or any other factor that is legislatively protected under Ontario's Human Rights Code. Any form of discrimination or harassment based upon these factors is not permitted, condoned or tolerated under any circumstances. The College is also committed to complying with the *Accessibility for Ontarians with Disabilities Act, 2005* (AODA). The CDHO welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

We thank all candidates for applying, however, only candidates being considered will be contacted.