

Physician

Employment status: 0.5 FTE with an option for FT

Salary/Rate of pay: Aligned with provincial remuneration

Application deadline: This position will remain open until filled

Join Canada's Lifeline!

A fundamental conviction anchors the diverse responsibilities of Canadian Blood Services; **what we do matters**. We ensure Canadian patients have reliable access to high-quality blood, plasma, stem cells, and organs and tissues they need.

Canadian Blood Services is seeking a **Medical Officer (Physician) with experience and expertise in immunohematology**, and blood group genetics to help further our mission, to be part of a dynamic, innovative, collaborative, diverse and caring organization committed to saving and improving the lives of Canadians. We are the connection between the sincere generosity of donors and the heartfelt appreciation of recipients. We offer the opportunity to contribute to systems-level changes in healthcare, providing the opportunity to contribute to the care of both individual patient and the larger Canadian population that we serve.

Reporting to the Medical Director, Medical, Laboratory and Stem Cell Services and/or the Associate Medical Director Laboratory Services, you will provide the clinically relevant direction and advice on all medical and technical laboratory services, policies and procedures in support of good manufacturing practices, all regulatory requirements, and will consult and collaborate with laboratory and medical colleagues regarding transfusion medicine practice and policy through the National Immunohematology Reference Laboratory at Canadian Blood Services.

Responsibilities include:

- Providing medical expertise for the National Immunohematology Reference Laboratory
 - Provides professional, technical, scientific, consultative, organizational, administrative, and clinical support of the National immunohematology reference laboratory as well as associated quality assurance s and the supervision of tests and reporting of results.
 - Liaises with regional and national QA and with external QA organizations (for proficiency testing) with respect to nonconformances, root cause analysis and error reporting.
 - Supports provincial and Health Canada laboratory licensing/accreditation requirements
 - Provides advice to patients, physicians, Public Health authorities and other stakeholders regarding results of diagnostic laboratory testing.
- Assures ongoing communication between CBS, hospitals and prescribing physicians served by CBS with respect to matters that could affect medical practice.
- Promotes, initiates, and conducts applied and developmental research to optimize processes, services, and products, reduce costs, and evaluate new products or processes
- Participates in the development of CBS national and regional positions and policies with respect to immunohematology testing.
- Participates as a consultant to the Rare Blood Program.
- Participates on relevant national or regional medical committees requiring medical input.
- Provides consultative services and medical expertise to internal stakeholders at CBS.

Education, Training, and Experience Required:

- A medical degree and a license in good standing to practice medicine in the province of Ontario is required.
- Must meet all relevant provincial requirements as defined in legislation and by accrediting bodies for Ontario.
- A specialty certification in Hematopathology, General Pathology, or Hematology with Transfusion Medicine training and at least 5 years' experience is required.
- Must have or be eligible for University appointment in Ontario.

Demonstrated Competencies, Knowledge, Skills and Abilities:

- Exemplifies integrity, collaboration, adaptability, respect and excellence in every situation
- A proven ability to establish and maintain effective working relationships with other professionals
- Comprehensive knowledge of immunohematology and quality systems is required
- Strong organizational and time management skills
- Effective leadership abilities with a strong commitment to operating within a multi-disciplinary team environment
- Excellent communication skills, both verbal and written
- Ability to adapt readily to rapid and changing environments
- Demonstrated ongoing commitment to professional development

Benefits:

- 4 weeks of paid vacation, prorated corresponding to FTE
- Comprehensive group, health and vision benefits
- Choice of defined contribution or defined benefits pension plan
- Employee discounts, wellness programs and professional advancement opportunities

If you are looking for a meaningful career where you will make a difference and support healthy lives with commitment and care on a national level – we would like to meet you.

Diversity and inclusion play a vital role in ensuring health equity for patients across Canada. We are committed to reflecting Canada's population in our organization and fostering an environment where all employees can be their authentic selves, with equal opportunities to succeed and contribute.

To protect the health and safety of its employees, all Canadian Blood Services' employees are required to be fully vaccinated (COVID-19 vaccine doses as approved by Health Canada), subject to any medical or other human rights grounds.

If this role resonates with you, **[we encourage you to apply!](#)** This could be your first step towards a meaningful and inspiring career. Come to work each day knowing that you are contributing to Canada's lifeline.

We thank all applicants for their interest. However, only those considered for an interview or those invited to participate in an assessment (such as testing) will be contacted. Applicants who require accommodation should discuss their needs with us.