



NON-CONTRACT ROLE DESCRIPTION

JD6050

ROLE TITLE:	Senior Epidemiologist	ROLE DESCRIPTION NO.:	6050
DEPARTMENT:	Population and Public Health	HEABC REFERENCE NO.:	18721888
REPORTING TO:	Director, or designate	HSCIS CODE:	03999
CLASSIFICATION:	NCEM/Range 9	JOB CODE:	91855

ROLE SUMMARY

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health), patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to the Director, Population and Public Health (PPH) Assessment, this individual serves as a technically skilled epidemiologist providing expert epidemiologic, scientific and technical leadership and knowledge translation in population and public health assessment, including public health surveillance and epidemiologic investigations, program monitoring and evaluation. The duties described in this position encompass advanced professional analytical work and assisting in strengthening the team's capabilities in the surveillance, detection and prevention of diseases and injuries and community health assessments as well as assessing the effectiveness of public health programs and interventions. Work involves a high degree of independence, innovation, automation, quality and efficiency conducting Population and Public Health Assessment projects and requests related to epidemiology, surveillance, evaluation and knowledge translation.

In collaboration and consultation with other program areas within Population and Public Health, the Senior Epidemiologist will have an advisory role related to regional public health analytical matters. This position provides consultation based on expert knowledge and experience to a broad range of partners including population and public health programs, Medical Health Officers (MHOs), Emergency Management, Planning, Data & Analytics, other regional health authorities, provincial partners and health professionals. This individual will disseminate critical information through electronic bulletins, prepared reports, dashboards, presentations, publications and media communications. This individual uses their professional expertise, coupled with strong leadership, systematic problem-solving and effective communication skills to influence, persuade and negotiate consensus with external groups including provincial and national partners. Working within a highly complex system, decisions made by this individual can impact departmental performance, goals and objectives.

This work is framed within Island Health's Strategic Framework pillars:

- Improve the experience, quality, and outcomes for the people we serve
- Improve the experience, health, and well-being of all people at Island Health
- Increase value and ensure sustainability
- Improve population health and wellness and reduce health inequities

DUTIES AND RESPONSIBILITIES:

1. The Senior Epidemiologist provides expert consultation on and/or conducts epidemiological work and advanced statistical analysis related to communicable disease, immunization coverage, environmental health, injury prevention, harm reduction, HIV/AIDS, risk and protective factor surveillance, chronic disease and/or community health assessments.

2. The Senior Epidemiologist expands current knowledge of issues of public health importance and provides health and programmatic data evidence for action.
3. Provides expert consultation and/or carries out data stewardship/custodianship responsibilities for datasets within the Senior Epidemiologist's topic areas and collaborates with Island Health Privacy Office to create and update data sharing agreements. Maintains and updates Privacy Impact Assessments as they relate to datasets related to the Senior Epidemiologist's work. Ensures that systems for maintenance of confidentiality are established in compliance with applicable legislative requirements and organizational policy.
4. Provides leadership in supporting the development of a team of analysts, epidemiologists and/or other assigned individuals to achieve their full potential by creating an environment that promotes continuous learning and professional growth.
5. Anticipates and identifies project barriers for the Population Health Assessment, Surveillance and Epidemiology program and collaborates with Director, MHOs, PPH Assessment Unit Managers, and other team members to resolve issues as they arise.
6. Develops and recommends long and short-term fiscal planning, including resource allocation, for existing and new projects.
7. Negotiates and manages contracts with provincial, academic and non-profit partners for services provided.
8. Communicates projects, events, milestones, assignments, issues under review and timelines to the Director, PPH Assessment and PPH team members. Monitors and reports on the status and progress of work, checking on work in progress and reviewing completed work to ensure, methods, deadlines and quality have been met.
9. Identifies, distributes and balances workload and tasks among team members; supports and adjusts the workload in accordance with established PPH Assessment priorities to ensure timely accomplishment of assigned team tasks; and ensures teammates have an integral role in developing the final team product.
10. Coaches the team and partners in the selection and application of appropriate problem-solving methods and techniques: provides advice on analytical methods, automation, practices and procedures; and assists the team and individual members in identifying the parameters of viable solutions to ensure the accuracy and quality of work.
11. Provides expertise in the development, implementation and sustainability of comprehensive surveillance and program monitoring strategies and policies. Provides expert consultation on the design and use of databases for analysis of health problems and risk factors. Designs, manages implementation or evaluation and revision of surveillance systems for diseases and risk factors of public health importance.
12. Provides expert consultation on and oversees the design and implementation of instruments for the collection of surveillance and program monitoring information and data. Develops methods for, and consults on and conducts descriptive and comprehensive analyses of, surveillance and program monitoring data for multiple purposes incorporating automation where possible.
13. Designs, prepares and reviews timely reports from analyses of surveillance and/or program monitoring data, literature reviews and other information. Orally presents to diverse audiences. Reviews and prepares responses to requests for information.
14. Provides expert consultation on the planning for and plans, conducts and supports outbreak and public health investigations and emergencies.
15. Provides expert consultation on and/or conducts and develops methods for analyses of administrative, surveillance and program data, epidemiological investigations and surveys.
16. Provides expert consultation on the monitoring and evaluation of existing programs and research relevant to the prevention and control of diseases and hazards related to the Senior Epidemiologist's topic areas by conducting literature reviews, supporting studies, collecting and analyzing data and communicating findings, including writing reports.
17. Represents PPH Assessment & Island Health on regional, provincial and national public health committees, advisory and working groups, including surveillance, community health assessment and informatics related groups.

18. Develop and maintain internal and external partnerships to support program monitoring, surveillance and epidemiologic work and leadership, including population and public health programs, Data & Analytics, Island Health Quality and Patient Safety, other Regional Health Authorities, Provincial Public Health stakeholders, academic institutions and others.
19. Provides leadership to the establishment of a team culture, which fosters innovation, teamwork, creativity, and professional development, and one which is conducive to attracting and retaining employees.
20. Coaches and mentors Public Health student interns, co-op students, PHAC Field Epidemiologists and BC Observatory Epidemiologist.
21. Carries out responsibilities in accordance with health and safety requirements. Immediately reports unsafe situations by notifying supervisor or other appropriate personnel.
22. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

Masters' Degree or PhD in Epidemiology or related discipline. Preference is given to candidates with at least seven (7) years' recent, related experience in public health surveillance and epidemiology with methodological skills in data analysis, reporting and evidence of strong leadership and communication skills.

Skills And Abilities

- Exhibits advanced epidemiologic, statistical and automation skills.
- Demonstrates advanced skills with R and other analytical tools such as Python, SAS and/or Stata.
- Intermediate to advanced data visualization skills with a preference for Power BI or R Shiny.
- Familiarity and experience working with large health administrative data sets such as NACRS, DAD, etc.
- Trains, coaches and mentors a team of data analysts, epidemiologists and/or other assigned individuals to achieve their full potential by creating an environment that promotes continuous learning and professional growth.
- Strong knowledge of surveillance systems and data to aid in planning, managing the development, and utilizing information from surveillance systems, in consultation with stakeholders, to underpin innovative solutions and knowledge for public health action across disciplines and organizations.
- Bring epidemiologic perspective to the development and analysis of public health policies.
- Utilizes project management skills for planning and executing specific project and program work.
- Applies superior communication skills to collaborate with internal and external stakeholders, provide advice, guidance and education consistent with good public health practice.
- Maintains current knowledge of new developments, trends and research in public health surveillance and epidemiology, and develops innovative solutions borrowing methods from other disciplines, such as data science, where appropriate.
- Experience with various software applications to coordinate analysts and epidemiologists who develop databases and conduct statistical analyses.
- Develop surveillance, evaluation and epidemiological communications, including reports, dashboards and summaries for internal and external stakeholders.
- Demonstrated leadership, problem-solving and communication skills and ability to foster a motivating, encouraging and respectful work environment.
- Physical ability to perform the duties of the position.