

Couchiching Ontario Health Team (COHT) JOB DESCRIPTION

POSITION:	Population Health & Evaluation Lead – COHT
REPORTS TO:	Executive Director, Couchiching Ontario Health Team
EFFECTIVE DATE:	June 2026 – CONTRACT until March 31, 2027 (Possibility of extension) – No Benefits

POSITION SUMMARY:

The Population Health and Evaluation Lead will work closely with COHT team and partners to co-design data-driven integrated care projects, interventions and community solutions that help achieve the goals of the quintuple aim framework, better population health, health equity, enhanced value, better patient, caregiver and health workforce experience. They will lead the creation and implementation of robust evaluation plans for the COHT strategies, activities and programs. They will generate real time feedback and provide recommendations on the design of COHT activities, ensuring that lessons learned are integrated into program implementation/design to continuously improve the quality of outcomes.

PRIMARY RESPONSIBILITIES:

- Current Projects include: HomeFirst, System Navigation, Integrated Clinical Pathways, Chronic Disease Prevention & Management, Palliative Care, Mental Health & Addictions, and Health Equity
- Co-design, implement, monitor, evaluate and continuously improve comprehensive population health management strategies to improve patient outcomes and enhance value.
- Champions possible integrations across our programs and models of care to achieve better outcomes and patient experiences.
- Facilitate community health needs assessments to identify and address the social determinants of health impacting our attributed population.
- Lead the design and implementation of the COHT evaluation plans on various levels including strategic and operational plans.
- Lead the analysis of health and healthcare data to identify trends, gaps in care, and opportunities for intervention in specific populations in accordance with our TPA and strategic priorities.
- Evaluate the effectiveness of population health initiatives and programs through rigorous outcome measurement and quality improvement methodologies.
- Ensures appropriate communications of evaluation findings across all partners.
- Enacts the evaluation results into action plans applying a learning healthcare system approach.
- Represent the COHT on regional and provincial tables
- Manage the planning and coordination of all elements of the evaluation process, including development of protocols, methodologies and tools.

- Provide guidance and training to teams that work on data collection and/or analysis
- Maintains ongoing understanding of the latest and ongoing research and best practices (national and international) around implementation and evaluation of integrated people-centred care
- Creates evaluation strategies that raise the profile of COHT as a leader in community and people engagement as well as transforming care to a people-centred, value-based one
- Participates in all phases of the projects' lifecycle in order to contribute additional experience, insight, and points of view to work streams, and acts as a sounding board for the design and development of COHT initiatives
- Provide subject matter expertise to the creation of our public facing annual performance reports

Performs other duties as may assigned by the Executive Director, COHT and team.

QUALIFICATIONS:

These qualifications are to ensure that the individual is well-equipped to handle the multifaceted responsibilities of managing population health initiatives and evaluations.

EDUCATION

- Masters Degree in public health, health policy, health services research, or other relevant health discipline

EXPERIENCE

- 5+ years' experience with evaluation and engagement facilitation in health care, non-profit or government setting
- Minimum of 5 years' experience working in developmental, and systems change evaluation
- Extensive knowledge about designing and implementing effective population health programs and strategies.
- Experience in various co-design approaches
- Experience with equity, diversity, inclusion and antiracism co-design and evaluation related methodologies
- Experience with quality improvement methodologies is an asset
- Clinical background is an asset

COMPETENCIES

- Extensive knowledge of evaluation strategies and impact measurement for health care improvement, social innovation or complex systems change
- Proven expertise in quantitative and qualitative methodologies, research, reporting, data quality assessments, data analysis and data presentation
- Demonstrated project management skills, including the ability to set priorities, plan and carry out broad assignments ensuring the timely completion of projects
- Advanced competencies in system-wide thinking, complex problem-solving and critical appraisal skills
- Highly developed written communication skills including experience writing reports and summarizing, interpreting, and synthesizing complex information
- An innovative and adaptable knowledge translator
- Experience with preparing detailed reports of findings and presenting findings to partners

- Excellent interpersonal and oral communication skills including experience developing and maintaining strategic partnerships
- Collaborative, curious and open-minded
- Deals well with ambiguity; able to prioritize and pivot in response to evolving contexts
- Great time management skills
- Great visual storyteller who excels at communicating ideas to a variety of partners
- Passionate about social innovation and creating positive change

Other:

- Demonstrates commitment to continued professional and personal growth and development through Continuing Education Programs and Self Directed Learning Opportunities.
- Police Record/Vulnerable Sector Check
- Recommend vaccinations to maintain protection to prevent illness. May require in the event of a pandemic or outbreaks to maintain operations

The Couchiching Ontario Health Team supports diversity, equity and a workplace free from harassment and discrimination. COHT is committed to an inclusive, barrier-free recruitment and selection process and workplace. If you are contacted to participate in our recruitment process, please advise the interview coordinator of any accommodations. The COHT has an Accommodation Policy and Procedure to ensure you have access to a fair and equitable process. While we thank all applicants, only those contacted for an interview will be acknowledged.

Please submit cover letter and resume including position title in subject line to careers@cfht.ca

Closing date to apply is June 25, 2026

WORKING CONDITIONS:

Professional office environment, hybrid model, on-site considerations foremost

RATE OF PAY: \$120,000 - \$125,000 per year

VACATION: 3 weeks' vacation prorated to applicable FTE and start date

AI will not be used in the recruitment process