

HEAD, DEPARTMENT OF EMERGENCY MEDICINE**Queen's Health Sciences****Queen's University, Kingston Health Sciences Centre & Providence Care****Kingston, Ontario, Canada**

[Queen's University](#) is situated on traditional Anishinaabe and Haudenosaunee Territory. To acknowledge this traditional territory is to recognize its longer history, one predating the establishment of the earliest European colonies. It is also to acknowledge this territory's significance for the Indigenous peoples who lived, and continue to live, upon it – people whose practices and spiritualities were tied to the land and continue to develop in relationship to the territory and its other inhabitants today.

[Queen's Health Sciences](#) (QHS) and its affiliated teaching hospitals ([Kingston Health Sciences Centre](#) and [Providence Care](#)) invite applications for the position of Head of the [Department of Emergency Medicine](#). The ideal candidate will bring a track record of success in academic leadership, with the ability to manage teams that will foster excellence in clinical care, education and research within the Department. The preferred candidate will also be a strategic and systems thinker, who can advocate for the Department of Emergency Medicine and help capitalize on its strengths in an integrated fashion, while also solving problems in a creative manner.

We are searching for an individual with a drive to contribute to the advancement of long-term, mutually beneficial partnerships with University, Hospitals, provincial and community constituents. To do so, they will exhibit excellent relationship building, negotiation and conflict resolution skills, with the ability to represent and advance the interests of the Department of Emergency Medicine, QHS and the affiliated teaching hospitals. As an innovative, visionary and empathetic leader, the Department Head of Emergency Medicine will support the University and affiliated teaching hospitals' commitment to Indigeneity, equity, diversity, inclusion, accessibility and anti-racism (I-EDIAA) through the development and implementation of initiatives designed to foster inclusivity within an interdisciplinary and collaborative work environment.

As an academic physician, the successful candidate will participate in shared clinical care service and therefore all qualified applicants must have or be eligible for licensure with the College of Physicians and Surgeons of Ontario (CPSO) and certification from the Royal College of Physicians and Surgeons of Canada (RCPSC) or the College of Family Physicians of Canada with added competency in Emergency Medicine (CCFP-EM). Preference will be given to applicants with at least 10 years of proven academic, clinical and/or leadership experience. However, all applicants with a desire to lead a cohesive and growing clinical and academic department are encouraged to apply. The successful candidate must be eligible for a full-time clinical academic appointment in the Department of Emergency Medicine, funded by the Southeastern Ontario Academic Medical Organization ([SEAMO](#)).

The Department of Emergency Medicine operates clinically at Kingston Health Sciences Centre's two sites, with an annual combined ED volume approaching 120,000 patient visits. The department provides tertiary emergency care services for the Southeastern Ontario referral region, and serves as the only Level 1 trauma centre in Southeastern Ontario. The department supports outstanding RCPSC and CFPC accredited Emergency Medicine training programs as well as fellowship programs in Point of Care Ultrasound, Resuscitation and Reanimation, and Global Emergency Medicine. Support for

research and scholarship is a priority, and the Department has a strong national academic profile with diverse areas of research focus including injury/trauma, thrombosis and bleeding, cardiac arrest and resuscitation, global health and humanitarian healthcare, vector-borne disease and COVID-19 epidemiology. In addition, the department has a large education research group with expertise in simulation, competency-based medical education, and assessment.

Queen's University is recognized nationally for the quality of its undergraduate and graduate programs, which attract outstanding students. Queen's University is an integral part of the vibrant Kingston community in the heart of the Thousand Islands region of southeastern Ontario. It has a community spirit and amenities unmatched by any other Canadian university. For information on employee benefits, see [Queen's Human Resources](#).

Interested applicants are encouraged to apply as soon as possible as the review of applications has begun (effective October 27, 2025) and will continue until the position is filled. Applications and nominations (the former to be accompanied by a letter of interest summarizing relevant experience, a curriculum vitae, and the full contact information of three referees), are to be directed to the co-chairs of the Committee, Dr. Diane Loughheed, Vice-Dean, Clinical, QHS and Dr. Michael Fitzpatrick, Chief of Staff & Executive Vice President Medical and Academic Affairs, KHSC, c/o Kristy Lodewyks, Associate Director, QHS Staffing, at kristy.lodewyks@queensu.ca. *Prospective applicants are encouraged to contact Kristy Lodewyks to request a detailed copy of the role description.* The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that considers an applicant's accessibility needs. If you require accommodation during the interview process, please contact Kristy Lodewyks as indicated above.

Applications are invited from all qualified individuals. Queen's and its affiliated teaching hospitals are strongly committed to employment equity, diversity, and inclusion in the workplace and encourage applications from Black, racialized/visible minority and Indigenous people, women, persons with disabilities, and 2SLGBTQ+ persons. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority, including any qualified individuals who have a valid legal work status in Canada. Please indicate in your application if you have a valid legal work status in Canada. Applications from all qualified candidates will be considered in the applicant pool.