



CHEO and Roger Neilson Children's Hospice (RNCH) are seeking a full-time **Medical Director of Palliative Care who will also serve as a Pediatric Palliative Care Physician**. This leadership role provides strategic and clinical oversight of pediatric palliative care services, with responsibility for clinical excellence, patient safety, quality improvement, physician wellness, and medical staff leadership, alongside teaching and research activities.

The Medical Director oversees all matters related to physician resources, recruitment, human resource management, and clinical support, as well as works in an operational dyad leadership model at RNCH for administrative and operational matters, including allied health services and medical staffing. The successful candidate will lead a team of physicians delivering specialist palliative care to children and families, including prenatal consultation, end-of-life care at CHEO and RNCH. They also provide consultant care to neonates at the Ottawa Hospital.

The successful candidate will be **Royal College certified (or equivalent)** in a primary specialty, with additional training or experience in **Pediatric Palliative Medicine**, and have demonstrated scholarly and educational engagement. The appointment includes eligibility for a **faculty position at the University of Ottawa Faculty of Medicine**, at a rank commensurate with experience. English is the language of the health record; proficiency in French is considered an asset.

CHEO and RNCH function as a regional referral centre serving approximately **1.8 million people**, including more than **500,000 children** across Eastern Ontario, Western Quebec, Northern Ontario, and the Qikiqtaaluk (Baffin) region of Nunavut.

RNCH is a provincial and national leader in pediatric hospice and respite care, providing integrated services that support children with life-limiting conditions and their families across the illness trajectory. RNCH delivers a continuum of care including respite, symptom management, end-of-life care, bereavement support, therapeutic programming, and community outreach through an interprofessional model that integrates nursing, medicine, psychosocial supports, and allied health.

RNCH and the CHEO Palliative Care program serve as the regional clinical and academic hub to deliver coordinated hospice, hospital, and the community-based services. Together, they strive to advance clinical education, program innovation, and quality improvement across the region. Additionally, by way of Canada's Pediatric Palliative Care Alliance, RNCH provides stewardship to a national effort to coordinate and collaboration with pediatric palliative care providers and those with lived experiences to foster sustainable system-level change and advocacy. This role offers a unique opportunity to shape the



future of pediatric palliative care across care settings, influence regional system integration, and advance innovative models of hospice-based and community-embedded care.

CHEO is one of the few stand-alone, global leaders in pediatric health and is home to more than 6,500 staff, clinicians, scientists and researchers, as well as volunteers – all of whom work together to help children and youth achieve their best lives. Within its own walls and through partnerships with community providers, CHEO has transformed from a 20th century acute care hospital into a 21st century integrated child and youth health system.

Ranked in the top 1% of Canadian hospitals for the digitization of its clinical infrastructure, CHEO combines excellence in clinical care, research, and education to advance seamless care that's provided where, when, and how it is needed. CHEO's Research Institute is dedicated to world-class clinical, translational, and basic science research covering a wide range of children's health concerns. CHEO has been named Canada's best health-care employer by Forbes in 2024 and 2025 and is ranked second among Canadian hospitals on its list of Canada's Best Employers for multiple consecutive years. For the 14th year in a row, the editors of Canada's Top 100 Employers has recognized CHEO as a top employer in the National Capital Region. Every year CHEO helps more than 500,000 children and youth from Eastern Ontario, western Quebec, Nunavut and Northern Ontario.

Candidates for this position must have an MD and be eligible for licensing in the Province of Ontario. All qualified candidates are invited to apply; however, preference will be given to Canadian citizens and permanent residents.

Qualified candidates are invited to submit a curriculum vitae and letter of interest before March 26, 2026, to:

Dr. Lindy Samson
Chief of Staff and Chief Medical Officer
mso@cheo.on.ca

Megan Wright
Chief Executive Officer, RNCH
Mewright@cheo.on.ca

Ottawa is built on un-ceded Algonquin Anishinaabe territory. The peoples of the Algonquin Anishinabek Nation have lived on this territory for millennia and we honour them and this land. Their culture and presence have nurtured and continue to nurture this land. CHEO and Roger Neilson Children's Hospice honour all First Nations, Inuit and Métis peoples and their valuable past and present contributions to this land.

CHEO



CHEO and RNCH is committed to advancing equity, diversity, inclusion and indigeneity (EDI) and to creating an inclusive environment for all staff, medical staff, learners, patients, and families. We strongly encourage applications from Indigenous Peoples, racialized persons, persons with disabilities, women, and individuals of all sexual orientations and gender identities. CHEO and RNCH is committed to providing an inclusive and barrier free recruitment process; accommodations are available at any stage of the selection process upon request.

Roger Neilson Children's Hospice is committed to providing a safe environment for children. All applicants are thoroughly screened using background checks and a review process. Should the applicant require any accommodations during the application process please notify Megan Wright who should be contacted as per the Accessibility for Ontarians with Disabilities Act.