

Chronic Disease Prevention and Management (CDPM) Primary Care Physician (40 Hours per week, Permanent)

Who We are:

Langs is a grass-roots neighbourhood-based organization that has become so much more! Langs was established as a community development project in 1978 by a group of citizens and service providers concerned about the lack of accessible services in the community. Langs has grown to become a dynamic, respected multi-service organization that uses a community development approach to provide comprehensive health, social and recreational services that are responsive to the changing needs of our community.

What We are Looking For:

We are currently recruiting for a Physician to join our Clinical team for a full-time position. This role is responsible for providing primary care within a CDPM model, with a focus on cardiometabolic risk reduction and the management of complex conditions (e.g. diabetes, obesity, hypertension and metabolic dysfunction including MASLD/MASH). The Physician works as part of an interdisciplinary team to deliver comprehensive, accessible care; supports program development and evaluation; and contributes to capacity building within primary care and the community. This position also provides consultation, guidance and support to other community primary care providers in Cambridge and North Dumfries to support individuals living with chronic diseases.

A successful candidate in this role would have

- Medical degree and family medicine residency from a recognized university
- License to practice from the Ontario College of Physicians and Surgeons
- CCFP Certification
- Experience as a Primary Care Physician with expertise and/or certification in chronic disease management
- Additional certifications in chronic disease management such as obesity, diabetes, an asset
- Experience working as a member of a multi-disciplinary team
- Three to five years primary care experience; preferably in a community health setting.
- Experience in health promotion, community development and prevention programming, an asset
- Experience in program development, implementation, monitoring and evaluation, an asset
- Experience in teaching, mentoring, consulting and presenting required
- Proficiency in the use of PSS eMR, Ocean eReferral/consult, AI scribe and various software applications
- Strong written and verbal communication abilities
- Excellent time management and organizational skills
- Flexibility and adaptability to changing priorities
- Detail-oriented with commitment to accuracy and quality

In this role you will be expected to complete the following tasks

- Assist in the development of a metabolic clinic
- Perform assessment, diagnosis, treatment, health education/counselling and other medical functions as required according to the CPSO standards, with a focus on chronic disease prevention, cardiometabolic risk reduction, and management of complex, multi-morbidity conditions
- Obtain and maintain hospital privileges at Cambridge Memorial Hospital
- Contribute to the development, implementation, monitoring and evaluation of evidence-informed clinical protocols, medical directives, and care pathways aligned with current best practices in diabetes, cardiometabolic health, obesity, and metabolic dysfunction (including MASLD/MASH)
- As a member of a multidisciplinary team, provide holistic, team-based primary health care, including consultation, treatment, education, and longitudinal management, in a manner that is accessible and understandable to participants and their families, and which reflects clinical, psychosocial, and broader determinants of health
- Provide care within a primary care led chronic disease prevention and management model, emphasizing early identification and intervention, prevention of disease progression, reduction of long-term complications, and optimization of self-management capacity
- Lead medication optimization for patients with chronic disease and complex care needs, mitigating polypharmacy risks and supporting safe, evidence-informed prescribing practices.
- Coordinate care and refer to specialized services (e.g., cardiac rehab or diabetes education) as needed ensuring no duplication of existing services
- Arrange and participate in a local physician call service
- Ensure comprehensive care through accurate and timely documentation, participation in chart reviews and case conferences, and engagement in quality improvement initiatives related to chronic disease outcomes
- Provide consultation, support and mentoring to facilitate the knowledge and expertise of community colleagues and partners to manage chronic disease care and therapies.
- Develop and maintain professional competence and share current health/service innovations (i.e. literature review, peer interaction, conferences, courses, research etc.)
- Conduct appropriate in-house and external training sessions
- Maintain accurate and appropriate statistics on program activities as requested by senior leadership and/or Ministry of Health
- To complete other duties as required

What We Can Offer You:

Langs is an organization where people belong. Langs is committed to promoting Inclusion, Diversity, Equity, and Access for all our staff, patients, participants, and volunteers. We are committed to equal employment opportunity regardless of race, colour, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status. Langs strives for an inclusive environment centred on employee wellbeing and supportive leadership. Don't meet every requirement? Studies have shown that women and people of colour hesitate to apply to jobs unless they meet every single qualification. At Langs, we are dedicated to building a diverse, inclusive and authentic workplace, if you're excited about this role but your past experience doesn't align perfectly with every qualification please apply and share in your cover letter why you believe you are the right candidate.

The successful candidate would be eligible for the following benefits:

- Annual Salary of \$331,968.000
- 3 Weeks paid vacation, with an increase to 4 weeks after 1 year of employment
- 15 Sick/Personal Days per year
- 10 Professional Development days per year
- Enrolment in Healthcare of Ontario Pension Plan (HOOPP)
- Comprehensive Extended Health and Dental Care Plan including a \$1000 Healthcare Spending Account and \$500 Lifestyle Spending Account.

Candidates are required to submit detailed cover letter along with their resume to hr@langs.org
Candidates requiring accommodation to participate should contact Human Resources to communicate any accommodation needs.

This job posting is for an existing or expected vacancy within our organization.