



**northern health**  
*the northern way of caring*

# WE'RE HIRING!

**PEDIATRICIANS IN BC, CANADA**



Join the team at Northern Health! We're seeking dedicated PEDIATRICIANS who want to positively contribute to healthcare in the North. Enjoy the flexibility of doing what you love most in picturesque surroundings, fostering both professional growth and a fulfilling work-life balance. Embrace the opportunity to make a difference while thriving in a supportive and rewarding environment.

Visit [physicians.northernhealth.ca](https://physicians.northernhealth.ca) or email our team at [physicians@northernhealth.ca](mailto:physicians@northernhealth.ca)

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# NORTHERN BRITISH COLUMBIA

## Pediatrics Opportunities



Living in the North offers a sense of community and access to the outdoors that few places can match. Our region has it all. Whether you love the peace and tranquility of sprawling grasslands and rivers, the adventures of the ocean and mountains or urban city amenities, we're sure you'll find the perfect place to call home. Northern Health covers an area of nearly 600,000 km<sup>2</sup> and offers health services in 26 communities. Populations range from a few hundred people to over 80,000 people.

We're seeking Pediatricians for permanent and locum positions across our health region.

Coaching, mentorship, and are available for physicians requiring additional support while they transition into practice.

Let the Northern Health Medical Staff Recruitment Team guide you through the process of immigrating to Beautiful British Columbia and beginning the career you've always dreamed of. Candidates must be eligible for a provisional or full license with the College of Physicians and Surgeons of British Columbia.

We offer support for new graduates or new to rural practice, including the Rural Education Action Plan and real time virtual supports. There are many opportunities for professional growth, as physicians are exposed to a wide variety of medical conditions and emergencies. Additionally, Northern Health has a close relationship with the UBC Medical School which provides teaching opportunities to students and residents.

## INCENTIVES



Recruitment Bonus	\$15,000 - 20,000
Moving Expenses	\$9,000-15,000
Retention Premiums	12.6%-30%
Retention Flat Fees (annual)	\$19,526-\$55,596
Continuing Medical Education	Up to \$7,800 per year

\*Qualifying conditions apply. Recruitment bonus is prorated based on FTE.

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# FORT ST JOHN

## Pediatrics Opportunities



**\*\*Will accept USA Certified Licensure\*\***

Fort St John Hospital is a state-of-the-art 55 bed hospital and 123 bed residential care facility serving a population of approximately 23,000 and is one of two area Emergency Rooms serving a catchment area of approximately 70,000.

This position is a blend of office-based consulting pediatric practice and provision of on-call coverage to the hospital. Payment is fee-for-service. The successful candidate will join one other Pediatrician in Fort St. John. The successful applicant can establish their own private practice or join an existing medical practice. Hospital duties include consultation to the emergency department, stabilizing critically ill pediatric and neonatal patients prior to transfer to larger centres, providing phone advice to primary care providers in neighboring (more rural) communities and attending newborn deliveries when requested. Infants of up to 36 weeks gestation are delivered in Fort St John.

In the Northern Health region there are opportunities for pediatricians interested in specialized work (such as Complex Developmental / Behavioral Conditions and Autism assessments). In addition, there is the potential for visiting general pediatric clinics in more rural communities. The Fort St John Child Development Centre serves children with special needs and is staffed by pediatric occupational therapists, physiotherapists and speech language therapists. There are community-based mental health services for children and youth. A Foundry Centre is planned for Fort St John; Foundry provides medical and mental health services for youth aged 12 to 26 years.

## COMPENSATION



Compensation Model	
Retention Premium (%)	21.70%
Retention Flat Fee (annual)	\$33,629
Estimated Annual Compensation	

For more information about this position, contact [Daphne.Savoy@northernhealth.ca](mailto:Daphne.Savoy@northernhealth.ca)

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# FORT ST JOHN

## Pediatrics Opportunities



Collaboration with and onboarding support from pediatricians in other Northern Health communities is available, if desired, as the pediatricians from across the Northern Health region are well connected. There are numerous opportunities for physicians to become leaders, to pursue clinical research and/or to develop Quality Improvement initiatives within Northern Health, and there is the infrastructure to support this. There is a generous continuing medical education allowance from Northern Health, in addition to that provided by Doctors of BC.

Fort St John is the regional hub for the Northeast region and is a teaching site for University of British Columbia (UBC) Medicine. Teaching of medical learners is expected, including UBC Family Medicine Residents and medical students. The successful applicant will be eligible for a UBC Medicine Clinical Faculty appointment in Pediatrics.

New affordable housing is plentiful in Fort St John (apartments, townhomes, condos, duplexes, and single family homes) for rental or for purchase. Fort St John Regional Airport offers numerous daily flights to Vancouver and Calgary on Air Canada and WestJet. Fort St. John has seven elementary schools, two middle schools, one high school, and one private school (K-12). Northern Lights College and the University of Northern British Columbia provide post-secondary education.

The region's main industries are agriculture, forestry, natural gas, construction, and transportation.

We look forward to welcoming you and your family to Northeastern BC!

Fort St. John is situated in Treaty 8 territory on the traditional lands of the Dane-zaa peoples of the Doig River First Nation, Blueberry River First Nation, and Halfway River First Nation.

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# PRINCE GEORGE

## Pediatrics Opportunities



Northern Health is seeking Pediatricians to join the medical staff in Prince George as permanent members of the department or locums at the University Hospital of Northern British Columbia (UHNBC).

You will be working alongside 8 Pediatricians providing full spectrum inpatient and outpatient general pediatric services. The position involves a full range of Pediatrics as well as trauma team leader (TTL) duties. The successful candidate will have:

- Access to a full complement of specialist services available onsite as well as diagnostic services including both MRI and 2 CT scanners
- The opportunity to participate in medical student and resident teaching with appropriate compensation, and an appointment to the UBC Faculty of Medicine
- Split CTU weeks (approx 7 weeks per year)
- Shared call (Approx 1:7)

## COMPENSATION + INCENTIVES



Payment Model of Fee-for-Service (FFS)	
Total Potential Earnings Estimate	\$550,000 +
Fee-For-Service Billings Estimate	\$400,000+
MOCAP (On Call) Level 1	Varies
Retention Flat Fees (annual)*	\$19,526
Retention Premiums	12.6%
Recruitment Bonus*	\$9,000-15,000
Moving Expenses	\$9,000-\$15,000
Continuing Medical Education	Up to \$6,600 per year

\*Qualifying conditions apply. Recruitment bonus is prorated based on FTE.

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# PRINCE GEORGE

## Pediatrics Opportunities



UHNBC serves both the immediate population of Prince George (approx. 80,000) and is a referral centre for outlying communities (total population approx. 400,000). It is the main teaching centre for medical students in the Northern Medical Program (NMP) and provides teaching for University of British Columbia residents in several specialties. A Cancer Centre on the hospital site includes both Radiation and Medical Oncology services. The implementation of a new Cardiac Care Unit (CCU) and ongoing development of UHNBC as a future Interventional Cardiac Care Centre makes this an exciting time to join the medical community in Prince George.

Prince George is the center of business, education, health and culture for Northern British Columbia. It is built on the confluence of the Fraser and Nechako rivers. Prince George is the home of the University of Northern British Columbia – Canada's Green University. With an average of 2,000 hours of sunshine per year, you can enjoy the outdoors all year round. There is something for everyone, whether you're a skier, a golfer, a biker, an artist, or a nature enthusiast. Prince George has several live performance venues, a WHL hockey team, a large convention center, a farmers' market, and several fine dining restaurants. It also has a designated international airport and only 3 hours of driving away from the picturesque Rocky Mountains and the renowned Jasper National Park.

The region's multicultural and economic growth and diversification strategies are creating outstanding opportunities for investors, employers, and employees. Affordable housing (average house price = \$480,000 CAD), land prices and transportation costs, due to short commutes; result in some of the lowest costs of living for a city of its size in the province. Additionally, wage rates are above provincial averages, providing residents of Prince George with a high standard of living in one of BC's most beautiful regions.

Discover more about Prince George at: [moveupprincegeorge.ca](http://moveupprincegeorge.ca) or [tourismpg.com](http://tourismpg.com)

Prince George is situated on the traditional territory of the **Lheidli T'enneh** and their traditional lands cover much of the area from present-day Prince George to the Rocky Mountains. The word "Lheidli" means "where the two rivers flow together" and "T'enneh" means "the People."

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For more information about this position, contact [Karoline.Patterson@northernhealth.ca](mailto:Karoline.Patterson@northernhealth.ca)

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# PRINCE RUPERT

## Pediatrics Opportunities



We are seeking someone who is passionate about rural medicine and outdoor adventure. If you're looking to spend less time commuting and more time by the ocean, our Pediatrics opportunity might be for you.

This full-time position can be split into two half-time positions should the incumbent(s) desire. If you are someone who is passionate about rural medicine and outdoor adventure and looking to spend less time commuting and more time by the ocean, our Pediatrics opportunity might be for you.

The Pediatrics office is located within the hospital and thus overhead is minimal.

Join an incredibly supportive group of family physicians and specialists caring for the diverse population of Prince Rupert and the surrounding villages. This a unique opportunity to create the practice you want and achieve a work-life balance in a beautiful, coastal city.

Prince Rupert Regional Hospital is a 30 bed facility, including 26 inpatient beds, 2 maternity and 2 high acuity. The Hospital is receiving \$80 million in upgrades over the next few years. There are 4 primary care clinics in Prince Rupert.

Prince Rupert, British Columbia, is a coastal gem nestled on the shores of the Pacific Ocean, surrounded by rugged mountains and pristine forests. Known as the "City of Rainbows," Prince Rupert's stunning natural beauty is complemented by its rich maritime history and vibrant cultural scene.

Prince Rupert is situated on the traditional territory of the **Ts'msyen** or "**Tsimshian**" people. Ts'msyen means "Inside the Skeena River".

## COMPENSATION



Compensation Model	Fee-for-service
Retention Premium (%)	24.5%
Retention Flat Fee (annual)	\$37,968
Estimated Gross Annual Compensation	\$425,000+

For more information about this position, contact [Jacquelyn.Marko@northernhealth.ca](mailto:Jacquelyn.Marko@northernhealth.ca)

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# TERRACE

## Pediatrics Opportunities



Northern Health is seeking to expand the group of Pediatricians in Terrace, BC!

The successful candidate would be joining a collegial group of 3 Pediatricians who work out of the Park Avenue Medical Clinic. This position would be responsible for office work and hospital on call (1 in 4). Terrace is the referral center for the NW central corridor, the Hazelton and the Bulkley Valley in the Northwest Region. Hospital duties will include consultation to the emergency department, care of pediatric inpatients, high-risk stabilization, and care of newborns prior to transfer to larger centers if indicated. Teaching to family practice residents and 3rd and 4th year medical students will be expected periodically. You would be fully supported by a team of specialist colleagues including Anaesthesia, General Surgery, Plastic Surgery, General Internal Medicine and Critical Care, Psychiatry and Pediatrics.

Call includes taking phone calls from neighboring communities, stabilizing newborns before transport - we aim for above 34 weeks, stabilizing complex pediatric patients before transport, and managing stable inpatients.

Mills Memorial Hospital (MMH) is a 44 bed, acute care facility, with an average of 24,700 ER visits per year. MMH serves as the referral center for the Pacific Northwest of British Columbia. **The state of the art, 560 million dollars new site will be completed by the end of 2024 affording expanded logistics, space, a NICU and integrated trauma and elective service delivery potential.**

Mills Memorial Hospital has 24/7 XR and CT scanning, weekday MRI, weekday formal U/S, and a POCUS in the Emergency Department. The 5 bed ICU is adjacent to the ED providing easy access to IM/ ICU Physicians.

## COMPENSATION



Compensation Model	Alternative Payment Plan (APP)
Retention Premium (%)	18.48%
Retention Flat Fee (annual)	\$28,044
Estimated Gross Annual Compensation	\$484,275+

For more information about this position, contact [Jacquelyn.Marko@northernhealth.ca](mailto:Jacquelyn.Marko@northernhealth.ca)



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# TERRACE

## Pediatrics Opportunities



Terrace is a regional hub located just east of the confluence of the Kitsumkalum River into the Skeena River. Its economy is driven by forestry, fishing, mining, transportation, retail, medical and government services. It hosts a regional airport with direct flights to Vancouver and Calgary.

Outside of work, you can enjoy the exceptional outdoor recreational activities offered by the Pacific Northwest. From mountain biking, hiking, paddling, river fishing, cross country and downhill skiing, world class ski touring, trail running, and near by lakes for water activities, there's no shortage of outdoor opportunities in Terrace.

The thriving community of Terrace is northern living at its best. Snow-capped mountains, pristine glacier-fed rivers, lakes and streams all add to the beauty of this community. The main industries in Terrace are communications, transportation and natural resources. The population is approximately 12,700. There are nine elementary schools, four secondary schools, and Northwest Community College and a UNBC campus.

Affordable housing (average house price = \$530,000 CAD), land prices and transportation costs, due to short commutes; result in some of the lowest costs of living for a city of its size in the province.

Terrace is situated on the traditional territory of the **Ts'msyen** or "**Tsimshian**" people. Ts'msyen means "Inside the Skeena River".

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For more information about this position, contact [Jacquelyn.Marko@northernhealth.ca](mailto:Jacquelyn.Marko@northernhealth.ca)

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# SMITHERS

## Pediatrics Opportunities



We are seeking a skilled and compassionate Pediatrician to join our team. The ideal candidate will be comfortable working in a solo practice with support from the Pediatricians based in Terrace and Prince George. In addition to Family Physicians, there is a Psychiatrist and Radiologist located in Smithers and plenty of visiting specialist visits.

Join our dynamic healthcare team in the picturesque town of Smithers, BC! Our community focused medical staff are committed to providing exceptional care to children and families in the region.

Bulkley Valley District Hospital is a 24-bed Acute Care facility, with integrated home and community care into one building. Besides regular visiting specialists, other services include:

- Emergency/outpatient
- Medical
- Surgical
- Maternity
- Palliative Care, Home & Community Care
- Psychiatric Observation Unit
- Laboratory
- Pediatric Services
- Radiology (X-ray, Mammography, Ultrasound)
- Community Cancer clinic

## COMPENSATION



Compensation Model	Fee-for-service
Retention Premium (%)	20.02%
Retention Flat Fee (annual)	\$30,381.78
Estimated Gross Annual Compensation	\$450,000+

For more information about this position, contact [Jacquelyn.Marko@northernhealth.ca](mailto:Jacquelyn.Marko@northernhealth.ca)

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# SMITHERS

## Pediatrics Opportunities



Smithers is located in the picturesque Bulkley Valley surrounded by three mountain ranges which provide a backdrop for the town's Alpine setting. The main industries include forestry, tourism, transportation and agriculture. Smithers offers affordable housing and natural splendor that support a balanced lifestyle. The population of Smithers is approximately 6,000, with an additional 5,000 from the surrounding communities that access services. There are three elementary schools, one secondary school, one alternate format school for grades 9-12 and Coast Mountain College.

The average cost of a home in Smithers sits at \$587,000, with both urban and rural real estate close to the water and mountains.

Terrace's main industry drivers include forestry, agriculture, tourism and mining. Also known as the "Gateway to the North", Terrace offers a regional airport for ease of travel around the region and direct flights to Vancouver.

Terrace is situated on the traditional territory of the "**Wet'suwet'en**" people. Wet'suwet'en means "People of the lower hills". Their territory extends from the village of Hagwilget in the New Hazelton area in the west to Burns Lake in the east. From Moricetown in the north it stretches to the Ootsa Lake area in the south.

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For more information about this position, contact [Jacquelyn.Marko@northernhealth.ca](mailto:Jacquelyn.Marko@northernhealth.ca)

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