



Centre universitaire de santé McGill
McGill University Health Centre

Position Profile—Director of the Montreal Neurological Institute and Associate Director General of the Montreal Neurological Hospital, a joint position

I. McGill University

Founded in 1821, McGill University has a global reputation for academic and research excellence across a wide-range of disciplines. It is Canada’s most international university, with over 36,000 students, 14,000 faculty and staff, and 215,000 alumni from over 160 countries around the world. The University’s total annual budget, including operations and research, is now well over \$1 billion.

II. The McGill University Health Centre

The McGill University Health Centre (MUHC) is an adult and paediatric Academic Health Centre, partnered with McGill University, with an international reputation for excellence in clinical care, research and education. It has a responsibility for assuring tertiary paediatric and adult services for the McGill Integrated Health Network across a vast territory in Quebec in addition to providing comprehensive health care services to its local community.

Created in 1997, the MUHC is the first and largest voluntary merger of teaching hospitals in Canadian history. The merger involved the following hospitals:

- The Montreal General Hospital
- The Royal Victoria Hospital
- The Montreal Children’s Hospital
- The Montreal Chest Institute
- The Lachine Hospital
- The Montreal Neurological Hospital

The Lachine Hospital joined the MUHC in 2008.

The vision of the MUHC is to be one of the world’s foremost academic health centres; to provide exceptional patient care, conduct world-class research and provide outstanding undergraduate and postgraduate professional training.

III. The Montreal Neurological Institute of McGill University and The Montreal Neurological Hospital of the MUHC

Since its creation in 1934, the Montreal Neurological Institute of McGill University (MNI) and the Montreal Neurological Hospital of the McGill University Health Centre (MNH)- together referred to as “The Neuro” have been at the forefront of research into the causes and the treatment of neurological disease. The Neuro is one of the leading comprehensive brain centres in the world, recognized for the seamless integration of its world-class neuroscience research with its outstanding clinical neurology and neurosurgery programs. The Neuro’s goal is to provide excellent clinical care in an environment that allows neuroscientists and clinicians to identify the bases of neurological disease and to translate these findings into innovations in clinical practice. At the core of The Neuro’s philosophy is the notion that such innovations are best driven by scientists and clinicians who are experts in their respective areas but who work in close proximity to each other, facilitating the path from bench to bedside. The Neuro’s status as a premier neuroscience institution with outstanding facilities attracts leading investigators, including a strong cadre of clinician-scientists, and accomplished clinicians. It maintains key collaborations with neuroscientists not only across the McGill network, but also with scientists in other universities and centres across Quebec, throughout Canada, and internationally. The Neuro has a long history of success in training and education and attracts clinical and basic science students and visiting scholars from around the world.

As a teaching and research institute of McGill, The Neuro is at the centre of McGill’s strategic plan in research and training in the neurosciences, is the cornerstone of the University’s largest graduate program, the Integrated Program in Neurosciences and a key site for McGill’s clinical training programs in Neurology and Neurosurgery.

Sixty tenure-track faculty members lead international research teams that generate research and translational support from grants, awards and contracts of approximately \$22 million per year. The Neuro’s multidisciplinary teams, including an additional 220 academic staff, generate fundamental information that spans the full spectrum of neuroscience from cell and molecular biology to brain imaging and cognitive neuroscience. Over 300 graduate students and postdoctoral fellows from around the world pursue scientific training at The Neuro each year.

The Neuro provides comprehensive in-patient and out-patient care for the full spectrum of neurological disorders. The hospital has 85 beds, including a neurointensive care unit, four surgical suites, state-of-the-art interventional neuroradiology, advanced CT, MEG, PET and MR imaging facilities, specialty out-patient clinics, a day hospital, rehabilitation and clinical research facilities. In its Redevelopment Project, the MUHC Clinical Plan will bring under the same roof, the clinical neuroscience activities of the Montréal General Hospital (MGH) which houses a 35-bed inpatient unit and receives over 6,600 ambulatory visits annually. Neurosurgeons and neurologists, together with other specialists, hold academic appointments in the Faculty of

Medicine of McGill University. This uniquely integrated group of over 50 physicians, including 18 physician-scientists, works closely with an interdisciplinary team of over 350 health care professionals representing specialized nursing and rehabilitation services and clinical support staff to provide world-class health care for neurological patients, seamlessly integrated with basic research. This environment provides exceptional training for the next generation of leaders in the clinical and translational neurosciences.

IV. Future Vision

McGill and the MUHC are committed to a vision of The Neuro as both a hub for path-breaking research and discovery in the neurosciences for North America and the world, inextricably linked to its role in providing outstanding neurological care. The breadth of research at the Institution ranges from work done at the McConnell Brain Imaging Centre on how humans appreciate music, to cellular and molecular research on mitochondrial disorders, Parkinson's disease and multiple sclerosis.

V. The Position

This is a joint position of Director of the Montreal Neurological Institute (MNI) and Associate Director General of the Montreal Neurological Hospital (MNH). The reporting line for the former is to the Vice-Principal, Health Affairs and for the latter to the Chief Executive Officer of the MUHC. The successful applicant will assume strategic, operational, academic, and financial responsibilities for The Neuro, while maintaining close partnerships with both campus-based research and education programs and with the clinical care and research activities at the McGill University Health Centre. The new Director will be expected to actively and aggressively promote excellence in research, teaching, and clinical care at The Neuro.

Key Priorities for this exciting and challenging position will include:

- developing the structures and mechanisms to sustain and enhance research excellence;
- supporting excellence in teaching in the neurosciences at all levels;
- promoting excellence in clinical care;
- enhancing the provincial, national and international profile of The Neuro and its role as a “hub” for path-breaking research and discovery in the neurosciences in North America and the world

VI. Candidate Profile

1. Strategic leadership

McGill and the MUHC are looking for a charismatic and visionary individual who is collaborative and capable of developing and implementing a vision by actively obtaining input from all constituencies and stakeholders, gaining alignment, addressing major change initiatives and motivating a large, complex organization.

2. Strong proponent of integrated research and superb clinical care

The successful candidate will hold a PhD and/or an MD and will have a track record which speaks to his or her commitment to the vision of world-class research linked seamlessly with excellence in clinical care. He or she will have a strong sense of the bench-to-bedside trajectory. A record of achievements along these lines will be an asset.

3. Achievement of world-class standing in neuroscience research

This is an individual who has distinguished him or herself by developing world-class expertise in clinical and/or basic neuroscience research. He or she will be a renowned expert in their field, supported by international recognition and reputation.

4. General management abilities

The ideal candidate will be an established leader with a record of success in managing large, complex institutions in a fiscally responsible manner. He/she will have experience in navigating through institutional, academic and public policy channels to resolve multifaceted issues. The successful candidate will have a track record of successful interventions and relationship-building within the public sector and in public-private partnerships. Because this position involves frequent interaction with the Quebec government and other private, Quebec-based partners, fluency in French is considered a strong asset. Previous endeavours will be characterized by a commitment to innovation and creativity that speaks to an entrepreneurial mind-set and managerial approach. In addition, he/she will have demonstrated success in attracting, retaining, developing and motivating exceptional research, clinical and academic staff in support of a shared mission of excellence.

5. Fundraising acumen

An important component of the position is that the successful candidate be fully committed to contributing to the fundraising mission of The Neuro and have demonstrated a willingness to become personally involved in developing specific gifts and in asking for individual contributions. Developing and leveraging strategic, long-term fundraising relationships is fundamental to The Neuro’s success and as such the successful candidate must demonstrate clear strengths in this area.

VII. Appointment

The individual will be appointed as a Full Professor in an appropriate Department at McGill University and also appointed to the appropriate Hospital position in the MUHC.

You are invited to send your nominations, expressions of interest, and applications for this position to Lea Cameron, Senior Director, Office of the Provost at McGill University via: lea.cameron@mcgill.ca, making sure to include a brief biographical summary, a CV and other pertinent details for the consideration of the committee.

.....