



Physician Health Advisor – Fitness to Practice Program

New Brunswick Medical Society

Part-time Position – Maximum 10 hours per week

Highly Competitive Hourly Salary

The New Brunswick Medical Society is the professional association representing and serving all 2,000+ practicing, future, and retired physicians in the province of New Brunswick. We are currently recruiting a Physician Health Advisor to join our dynamic team.

Under the supervision of the Manager of NBMS Wellness, the Physician Health Advisor plays a crucial role in supporting physicians who are navigating challenges related to their health, professional conduct, or competence. This role involves coordinating assessments, developing personalized support plans, and ensuring compliance with regulatory and rehabilitative requirements. The Physician Health Advisor acts as a liaison between physicians, the College of Physicians and Surgeons, treatment providers, and professional support resources to facilitate their successful return to safe and competent practice.

Our commitment to equity, diversity and inclusion

The New Brunswick Medical Society is committed to developing and supporting a more diverse, inclusive and equitable environment for both physicians and staff. We encourage applicants from equity-deserving populations to self-identify in their application, as we will give preference to these applicants. If you have questions about how the New Brunswick Medical Society can ensure a safe place of employment for you, or how the hiring process can accommodate your needs, we invite you to reach out to the contact person listed in this ad.

Duties and Responsibilities

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

Case Management & Physician Support:

- serve as the primary point of contact for physicians enrolled in the Fitness to Practice Program
- conduct/coordinate comprehensive intake assessments to identify individual needs, risks, and necessary support measures
- coordinate medical, psychological, or professional competency evaluations as needed
- organize emergency/crisis intervention/stabilization services as needed
- develop, implement, and monitor individualized case management plans, ensuring alignment with regulatory and professional standards
- provide guidance and support to physicians undergoing rehabilitation, remediation, or reintegration into practice
- participate in interdisciplinary care planning

Compliance & Monitoring:

- ensure physicians adhere to treatment plans, professional development requirements, and monitoring agreements
- maintain accurate documentation of case progress, interventions, and compliance reports
- communicate as required with regulatory/licensing bodies, employers, and treatment providers to report on physician status
- identify potential risks and intervene proactively to prevent further professional or personal challenges

Partnerships and Resource Development:

- establish relationships with external providers, such as an approved list of assessors, long-term counseling services, addiction recovery programs, and community support agencies
- work collaboratively with assessors, counselors, case managers, and other team members to ensure smooth referrals and appropriate care pathways
- advocate for physician needs while upholding patient safety and regulatory standards

Position Location and Hours of Work

Ideally, this position is located within the Fredericton area, however consideration will be given to those located elsewhere within the Province of NB. This position is a maximum of 10 hours per week and should be flexible to accommodate program demand.

Flexible to travel within the province of New Brunswick and maintain a valid driver's license.

Position Requirements**Education:**

- degree in Social Work, Psychology, Nursing, Psychiatric Nursing, or a related field
- must be registered and a member in good standing with a regulatory body such as the New Brunswick Association of Social Workers or the New Brunswick Nurses Association

Experience / Qualifications

- minimum of 3-5 years of experience in intake, assessment, case management, mental health and substance abuse disorders

Knowledge, skills and abilities:

- must have mastering of English language, French is an asset
- strong interpersonal and communication skills, with the ability to provide compassionate support to individuals in distress
- excellent organizational skills and attention to detail in managing client records and affiliate relationships
- ability to shift priorities quickly when required to do so
- ability to work independently and as part of a team
- value a positive work culture and comradery with your colleagues
- ability to work hard and have fun

What can the New Brunswick Medical Society offer you?

- a positive and inclusive work culture
- interesting, stimulating work with a professional membership

How to apply?

- candidates are required to demonstrate on their resume how, when and where they have acquired the qualifications and skills required for this position
- please send a cover letter and resume in chronological order to Lisa LePage at llepage@nbms.nb.ca. This posting will remain open until which point a successful candidate has been selected. Only those selected for an interview will be contacted.