

Physician Advisor – Eastern Zone

Office Location: Dartmouth, NS (this position will work remotely)

Date Posted: March 20, 2026

Doctors Nova Scotia (DNS) is the professional association representing all physicians in the province. The association has approximately 5,500 members, including practising physicians, retired physicians, medical students and residents. Doctors Nova Scotia is the collective voice of physicians in Nova Scotia. On behalf of the province's doctors, the association is committed to working with all partners in healthcare delivery to ensure Nova Scotia is positioned to recruit and retain talented and skilled physicians, introduce new and innovative ways to deliver healthcare, and continuously look for ways to improve patient care and access. Learn more about Doctors Nova Scotia by visiting www.doctorsns.com.

Our commitment to equity, diversity and inclusion

Doctors Nova Scotia is committed to developing and supporting a more diverse, inclusive and equitable environment for both physicians and staff. Our goal is to have a diverse workforce that represents the individuals we serve. **Preference will be given to candidates from equity-deserving groups**, including but not limited to those who identify as Indigenous, African Nova Scotians or other Racially Visible Persons, Persons with Disabilities, and 2SLGBTQ+. If you are a member of one or more of these equity groups, you are encouraged to self-identify on your application.

Equity, diversity, inclusion, reconciliation and accessibility (EDIRA) are woven into the fabric of DNS through an EDIRA framework. The association's commitments to EDIRA are upheld through regular education sessions; a Respectful Workplace Policy for staff, Board and committee members; external audits; staff EDIRA committee & TRC (Truth & Reconciliation committee); and routine application of an equity lens in all organizational decision-making. If you have questions about how DNS can ensure a safer place of employment for you, or how the hiring process can accommodate your needs, we invite you to reach out to Basma Deef, our Senior Diversity Advisor at basma.deef@doctorsns.com.

Our opportunity

We are hiring for a full-time, permanent position on our Physician Advisor team. In this role, you will serve as the primary point of contact for physician members in the Eastern Zone (Cape Breton, Guysborough, and Antigonish areas). You will work closely with physicians across the region, providing guidance and support on all aspects of their professional practice. **This position requires residence within the Eastern Zone** and is primarily home-based, with regular travel throughout the zone and occasional visits to our Dartmouth office as needed. **This role does not require you to be a physician.**

Why work with us?

Being a part of the DNS team means you will be working in a dedicated, positive and supportive environment. When people come to work at Doctors Nova Scotia, they stay. That's because we value our people and we're passionate about what we do. We have an award-winning culture that inspires everyone to work to their full potential. Trust and accountability are the foundation of our workplace culture. Flexibility and fun are just a few of the elements that we cherish.

We offer a mix of benefits and perks that support work–life balance, wellbeing, and a positive work environment.

- **Flexible work options:** DNS supports flexible work arrangements, including some flexibility in hours and remote work. While many team members work remotely, this role requires the successful candidate to be based and working within the Eastern Zone. You'll be part of a collaborative organization where remote work is well-established and supported.

- **Comprehensive benefits:** Our benefits package includes a defined benefit pension through the Nova Scotia Health Employees' Pension Plan (NSHEPP), health and dental coverage, and access to an Employee and Family Assistance Program.
- **Employee health & wellness:** We provide a flexible Health & Wellness benefit that supports your physical and mental well-being and allows you to choose wellness activities that work for you.
- **Vacation time:** Three weeks (15 days) of paid vacation — and we encourage you to take it.
- **A positive, connected culture:** We value connection, collaboration, and having fun at work. Even in a remote environment, we prioritize staying connected and fostering a supportive, engaging workplace.

Job responsibilities include:

- Providing advice, guidance and support to physicians through all stages of practice, including starting a new practice model of care planning/transition, parental leave planning, and retirement and succession planning.
- Educating physicians about various remuneration models, incentive programs, contract options and medical billing.
- Helping physicians understand and navigate the approval and decision-making processes of various external partners (including Nova Scotia Health, the Department of Health and Wellness, and the College of Physicians and Surgeons of Nova Scotia) and providing support throughout as needed.
- Supporting and advising physicians in their negotiations and discussions with Nova Scotia Health on various matters including payment plans, contracts and agreements, deliverables, practice plans, the recruitment process and recruitment packages.
- Working with individuals and groups of physicians to resolve issues with billings, audits, appeals and practice supports.
- Leading, collaborating and/or supporting initiatives to educate, inform or address specific needs identified by physicians.
- Providing advocacy and support for physicians when significant health-system issues arise and helping them build capacity to advocate for themselves when facing health-system concerns.
- Advising senior leadership on issues that impact the physician membership or specific groups.
- Collaborating with system partners (Nova Scotia Health, Dalhousie Medical School) in supporting and promoting physician recruitment and retention.
- Engaging with community groups and/or representatives to build the community capacity necessary to support grass roots efforts toward recruitment, advocacy, healthy system infrastructure development and redesign.
- Representing DNS and, by extension, our members, while engaging with interested parties/organizations at the local and provincial levels on broad system-planning issues.
- Representing DNS on external committees.
- Acting as a liaison between physicians and DNS staff.

Your skills and experience include:

- Experience working within the Nova Scotia healthcare sector. Excellent facilitation and conflict resolution skills.
- Experience in partner engagement/consultation and the ability to operate successfully in a complex, multi-partner environment.

- The ability to use good judgment, tact, diplomacy, discretion and creativity to build strong collaborative and credible relationships with a variety of different system partners, some of whom may have conflicting mandates and interests.
- Being a highly effective communicator (oral, written and presentation) with strong interpersonal skills.
- Being solution-oriented and a broad-minded system thinker.
- The ability to work independently and collaboratively with a team to achieve collective success.
- Knowledge of physician services and physician compensation programs would be considered an asset.

Our requirements:

- A university degree in a business or health-related discipline, or equivalent training, education and experience.
- Reside in the Eastern Zone (Cape Breton, Guysborough, Antigonish)
- Willingness to travel regularly within the Eastern zone and the province as needed.
- A valid Nova Scotia driver's license and access to a vehicle.

Salary:

Annual salary ranges from \$82,000 - \$102,000. Starting salary depends on the experience and skills the candidate brings to the position.

Closing Date: April 10, 2026

Interested? Please forward your resumé and cover letter to:

Debbie Traer

debbie.traer@doctorsns.com