

Services de santé de Chapleau Health Services is currently seeking qualified candidates for the following position:

FULL-TIME DIRECTOR OF CARE/PATIENT CARE MANAGER LTC

Salary Grid Range \$85,800-\$92,878 plus DOC premium

Summary of Position

The DOC/PCM for LTC, coordinates the provision of resident care on the Long-term Care unit so that it is in harmony with the mission, vision, values and goals of the organization, is consistent with best practice guidelines and the Fixing Long-Term Care Act (2021) and other required regulations. The DOC/PCM acts as a resource to RPNs, and PSWs and interacts with the multidisciplinary team (e.g. Recreation Staff, Dietitian, Diagnostic Imaging, Laboratory Staff, BSO) to facilitate care planning, evaluate resident outcomes and to improve resident safety and quality of care. The DOC/PCM works collaboratively with the charge nurse and reports problems, issues or concerns to the CNE, or delegate when the CNE is not available.

The DOC/PCM monitors the quality of care, services and care processes on the Long-term Care Unit. They monitor resident care needs and ensures that resident care plans are updated in a timely fashion. They identifies issues related to resident care, clinical practice, resident assignments and resource allocation. Assists with problem solving to address the issues identified and leads the implementation of changes. Monitors that critical incidents are managed appropriately and all necessary actions carried out. Promotes positive working relationships and assists with conflict resolution. Communicates key information to the nursing and interdisciplinary team during the absence of the CNE. Works collaboratively with the charge nurse. The person orientates new LTC staff, provides ongoing education to LTC nursing and allied health professionals and provides on-site support to all LTC health providers. They assist with quality management activities by completing audits and submitting reports to the CNE and other members of the management team.

Qualifications

- A baccalaureate degree required.
- Registered Nurse with current College of Nurses of Ontario certificate of competence
- Management, business, administration, or policy training
- Long-term Care specific management training program
- Required knowledge/experience – Multiple years of nursing experience with the elderly.
- Leadership and management experience required
- Language skills - English and/or French. Bilingual preferred
- Excellent communication and problem solving skills with an ability to work independently with limited supervision.
- Strong negotiation, coaching, and conflict management skills.
- Experience in managing schedules, absenteeism, employee performance, and hiring process.
- Competent in coaching, mentoring, and conflict resolution
- Demonstrated organizational and time management skills.

Interested applicants may submit resumes to:

Human Resources
Services de santé de Chapleau Health Services
6 Broomhead Road, P.O. Box 757
Chapleau, Ontario P0M 1K0
Tel: (705) 864-1520 ext.3061, Email: chapleauhr@sschs.ca

We thank all applicants for their interest, but only those selected for an interview will be contacted. All applications will be held strictly confidential.

Please advise Human Resources if you require accommodation in accordance with the Human Rights Code or the Accessibility for Ontarians with Disabilities Act in order to properly participate.

