

# Available Positions - ÉBH, SVH, ÉBR

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## Director of Care / Clinical Manager

<b>Competition:</b>	22-NU-208
<b>Program:</b>	Long-Term Care
<b>Position Type:</b>	Permanent, Full-Time, Day, 75 hrs/pay period, 1.0 FTE
<b>Salary Scale:</b>	\$97,467 to \$116,370 annually, plus a competitive benefits program
<b>Start Date:</b>	2023/01/12 8:00
<b>Closing Date:</b>	2023/01/25 23:59

As part of Bruyère you will be contributing to fulfilling our Mission which is committed to improving the quality of life of our patients and residents by living our values of respect, compassion, collaboration, accountability and learning.

### Function Summary

Reporting to the Administrator-Director, Long-Term Care, this role is responsible for the overall direction and supervision of the registered nursing staff and unregulated personal care staff of the long-term care home (for assigned units and programs), as well as the nursing and personal care provided by them in accordance with the Long-Term Care Homes Act and Regulations. This role also works in alignment with Bruyère policies and applicable collective agreements as well as recognized industry practices while ensuring optimal quality care.

Is committed to living the Mission and Values of Bruyère.

Is committed to patient and resident safety, on-going learning and continuous quality improvement.

### Required Qualifications

Bachelor of Science - Nursing from an accredited university

Valid certificate of registration from the College of Nurses of Ontario (CNO)

Minimum 3 years' experience in clinical nursing, preferably in long-term care, complex continuing care or geriatrics

Minimum 5 years progressive management or leadership experience

Experience with team building and mentorship

Fluent in French and English

## Preferred Qualifications

Master's degree in Health Management or Public Sector Management or Business Administration

Certification with the Canadian Nurses Association (CAN) in gerontology or other relevant specialty

Experience in supervising or directing registered and unregulated staff in a long-term care environment, an asset

## Key Competencies

Strong written and verbal communication skills

Demonstrated ability to solve complex problems and work under pressure with a high degree of professionalism and diplomacy

Demonstrated commitment to learning and continuous quality improvement

Demonstrated ability to manage conflict with a collaborative approach

Demonstrated project management skills and ability to operationalize and implement

Demonstrated family and resident oriented leader

Proven ability to build effective relationships and work collaboratively in a team environment

Ability to manage change and effectively manage human resources

Advanced computer skills

Sound knowledge of College of Nursing standards, Ministry of Health and Long-Term Care Act standards and ability to ensure compliance with these standards

Good knowledge of management principles and approaches

Good knowledge of data measurement, collection, basic analysis and reporting

## **Additional Information**

All applicants must provide a recent CV, and a cover letter that clearly indicate that they meet the required qualifications. Copies of their degrees and certifications, if applicable, must also be included.

Bruyère promotes the principles of diversity and inclusion and adheres to the Employment Equity Act. Bruyère is committed to developing inclusive, barrier-free selection processes and work environments. If contacted regarding this competition, please advise the departmental official of the accommodation measures which may be required to enable you to be assessed in a fair and equitable manner.

All Bruyère employees are required to provide proof of full vaccination as per our Enhanced COVID-19 Immunization policy.