

## MANAGER OF CLINICAL SERVICES

<b>Employment Status:</b>	Permanent, Full-time
<b>Compensation Range:</b>	\$64.09 - \$74.97 / 35 hours per week
<b>Location:</b>	Strathmere Lodge - Strathroy, ON
<b>Union/Non-union:</b>	Non-union

### POSITION OVERVIEW

Reporting to the Director of Resident Care, the Manager of Clinical Services uses their enhanced clinical knowledge and skills to collaborate with the interdisciplinary team in providing comprehensive direct care to long-term care residents with specialized and complex needs with a particular focus on implementing a palliative approach to care and on minimizing the need for resident hospital transfers. The Manager of Clinical Services works with residents, family/caregivers, and the health care team in the development, implementation, and evaluation of residents' plan of care. They provide leadership and mentorship to the long-term care home staff to enhance their knowledge, assessment skills, and ability to care for residents in place.

### QUALIFICATIONS

- Completion of a Baccalaureate in Nursing program, with current registration in the Nurse Practitioner Association of Ontario and the Registered Nurses Association of Ontario.
- Completion of the Ontario Primary Health Care Nurse Practitioner Certificate Program.
- Two years of experience in gerontological nursing and/or as a primary health care nurse practitioner.
- Current Criminal Record Check with a Vulnerable Sector Screening/2-step TB test (within the last 6 months) that is satisfactory to the Strathmere Lodge/Middlesex County.
- Current CPR certification.

### WHY CHOOSE STRATHMERE LODGE?

Strathmere Lodge is a not-for-profit, long-term care home that is owned by Middlesex County. Opened in 2006, this facility sits on a five-acre site on the outskirts of Strathroy. The home provides care to 160 residents in accordance with Ontario legislation and standards established and monitored by the Ministry of Long-Term Care.

At Strathmere Lodge, you will have a chance to make an impact in your everyday work and build lasting relationships. We offer a culture that values inclusion, diversity, and employee development. We invest in our people to help them leverage their strengths to achieve their career aspirations.

### HOW TO APPLY

If you are interested in this opportunity, please submit your cover letter and resume by email to [hr@middlesex.ca](mailto:hr@middlesex.ca) by **4:30 p.m. on July 19, 2024**.

We thank all applicants who apply, but only those applicants to be interviewed will be acknowledged. Personal information is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act and will be used for candidate selection purposes only.

### WHAT WE OFFER

Employee Recognition Events  
Professional Development  
Flex Time/Banked Time-Off  
OMERS Pension Plan  
Comprehensive Health and Dental Benefits  
Employee and Family Assistance Program

### VISIT OUR CAREERS PAGE

<https://www.middlesex.ca/departments/human-resources/job-opportunities>

**Join our team and build a rewarding career!**

Middlesex County is an equal opportunity employer. We are committed to a diverse and inclusive workplace for everyone. Accommodations are available throughout the recruitment process. If you are contacted for an interview, please advise us of any accommodations that may be required. This information will be treated confidentially and only used for the purpose of providing an accessible recruitment experience.



## **STRATHMERE LODGE POSITION DESCRIPTION**

<b>TITLE:</b>	Manager of Clinical Services
<b>DEPARTMENT:</b>	Nursing
<b>REPORTS TO:</b>	Director of Resident Care
<b>EFFECTIVE DATE:</b>	January 2024
<b>POSITIONS SUPERVISED:</b>	Two

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### **POSITION SUMMARY:**

Reporting to the Director of Resident Care, the Manager of Clinical Services uses their enhanced clinical knowledge and skills to collaborate with the interdisciplinary team in providing comprehensive direct care to Long-Term Care (LTC) residents with specialized and complex needs with a particular focus on implementing a palliative approach to care and on minimizing the need for resident hospital transfers. The Manager of Clinical Services works with residents, family/caregivers, and the health care team in the development, implementation, and evaluation of residents' plan of care. They provide leadership and mentorship to the Long-Term Care Home (LTCH) staff to enhance their knowledge, assessment skills, and ability to care for residents in place.

### **PRIMARY JOB DUTIES & RESPONSIBILITIES:**

- Provides clinical leadership to LTC team members centered around resident care needs which can include palliative, end-of-life care and goals of care, pain management, dementia care and responsive behaviour management.
- Delivers primary health care to residents in long-term care in the management of acute and chronic medical conditions, therapeutic management, health promotion and disease/injury prevention to deliver comprehensive health services.
- Conducts health assessment using and adapting assessment tools and techniques based on resident needs and perform a complete health history, including physical, psychosocial, emotional, cultural, and ethnic dimensions of health.
- Performs physical examinations of residents, identify, and interpret normal and abnormal findings, order diagnostic investigations, and interpret results using evidence-based clinical reasoning.
- Obtains appropriate physician consultation according to the expectations for consultation with physicians as outlined in the College of Nurses Practice Standards for Nurse Practitioners.

- Maintains regular communication with the Director of Resident Care.
- Collaborates and engages with residents and family members to develop person-centered plans of care and synthesize health information using critical inquiry and clinical reasoning to formulate a diagnosis, health risks and states of health/illness.
- Communicates with residents about the health assessment findings and/or diagnosis, including outcomes and prognosis through the application of knowledge of pathophysiology, psychopathology, epidemiology, infectious diseases, behavioral sciences, and family processes when making diagnoses and providing overall therapeutic management.
- Selects appropriate interventions from a range of non-pharmacological and pharmacological interventions to restore or maintain resident functional, physiological, and mental stability to achieve optimal health.
- Promotes safe resident care by mitigating harm and addressing immediate risks for residents and others affected by adverse events and near misses.
- Liaises with discharge planning services for hospitalized residents to ensure a smooth and safe transition back to the long-term care home (LTCH).
- Collaborates with the Director of Care to identify opportunities for improvement based on indicators, audits, and observations of nursing care provided in the home.
- Directs and supervises all nursing staff for compliance to their roles. Effectively respond to and refer emergent and confidential human resources issues to the Director of Resident Care and Assistant Director of Resident Care.
- Provides ongoing formal and informal teaching and coaching in the management of clinical care to interdisciplinary team members, caregivers, volunteers, visitors and residents, serving as a resource person, educator and role model regarding protocols and related issues.
- Provides support in development and improvement of quality Nursing Programs.
- Collaborates with the leadership team on educational programs for the care team such as participating in professional advisory bodies, and lead and support quality improvement and research initiatives.
- Performs other related tasks and projects, as assigned, which are in accordance with job responsibilities.

## **MINIMUM QUALIFICATIONS**

### Education & Experience

- Completion of a Baccalaureate in Nursing program, with current registration in the Nurse Practitioner Association of Ontario and the Registered Nurses Association of Ontario.
- Completion of the Ontario Primary Health Care Nurse Practitioner Certificate Program.
- Two years of experience in gerontological nursing and/or as a primary health care nurse practitioner.

### Knowledge, Skills and Abilities

- Thorough knowledge and understanding of the Fixing Long-Term Care Homes Act, Occupational Health and Safety Act, and Employment Standards Act.
- Sound leadership and management/supervisory skills with the ability to interpret and apply policies and procedures, legislation, collective agreements and resolve/manage issues that may arise.
- Excellent clinical skills with senior/LTC residents.
- Demonstrated clinical leadership skills to organize and co-ordinate the care of residents in collaboration with their caregivers i.e. LTC staff and family.
- Demonstrated inter-personal skills, organizational skills; program planning and evaluation skills; communication skills (both written and verbal).
- Competency to autonomously diagnose, order and interpret diagnostic tests, prescribe pharmaceuticals and perform procedures.
- An ability to work in an interdisciplinary team environment.
- Ability to be self-directed in clinical practice as required in the areas of assessment, diagnosis, and therapeutics.
- Proven success in providing inspirational leadership in a team environment and ability to encourage innovation and creativity amongst team members required.
- Demonstrated computer skills (database management, electronic medical record (PCC) and word processing).
- Demonstrated commitment to providing quality customer service while dealing with

residents and families as well as various medical and non-medical professionals.

#### Other

- Current Criminal Record Check with a Vulnerable Sector Screening that is satisfactory to the Strathmere Lodge/Middlesex County.
- Current CPR certification.
- 2-step TB test within the past six (6) months.

#### Working Conditions

- Normal hours of work are 35 hours per week, Monday to Friday, with regular hours between 8:00 a.m. and 4:00 p.m.; however, evening or weekend hours may be required.