



Nursing Manager (Nursing Unit Administrator) - Mother Baby Program (High-Risk Antenatal, Postpartum and Post Natal Ambulatory Clinic)

Posting #: 4929
Job Type: Regular Full-Time
Employee Group: Non Union
Salary Scale: To Be Determined

Hours (Subject to change): Monday to Friday, 37.5 hours per week. Due to the leadership nature of the position applicants must be flexible to work varied/additional hours as required

Organizational Department:
Sinai Health - Mount Sinai Hospital - Nursing Administration

Location:
Mount Sinai Hospital Campus – 600 University Ave, Toronto, ON M5G 1X5 CA (Primary)

Travel:
Travel required to other locations

Vacancies: 1

Job Description

Sinai Health has a bold vision and strategy for the future: To create Canada's leading integrated health system pushing the boundaries to realize the best health and care from healthy beginnings to healthy aging for people with complex health needs. A key enabler of this vision is Sinai Health's People Plan – which provides an explicit commitment to our people about our commitment to creating a workplace culture and environment that is safe, caring, equitable, compassionate and accountable in order to ultimately provide optimal care to patients and their family caregivers.

To support us on our journey, Sinai Health is looking for an experienced and dedicated Nursing Manager - Nursing Unit Administrator (NUA) to support our Mother Baby Program (High-Risk Antenatal, Postpartum and Post Natal Ambulatory Clinic) in the Women's & Infants' Health department at our Mount Sinai Hospital Campus.

Approximately 7,500 babies are born annually at Mount Sinai Hospital's Frances Bloomberg Centre for Women's & Infants' Health. We are internationally recognized for excellence in high-risk maternal, fetal and neonatal care. We have opportunities to work with world renowned physicians, clinical leaders and researchers in delivering transformative care. We are also recognized as a Top GTA Employer and the only Canadian hospital to achieve Magnet® recognition, a prestigious, international credential that measures nursing excellence and patient care.

Renovated just five years ago, the Women's and Infants' clinical spaces are state of the art, providing a warm and supportive atmosphere for women and their families during labour, birth and recovery. As the NUA you will work closely with Clinical Nurse Specialists, Nurse Practitioners, Nurse Clinicians, front-line Nurses,

Obstetricians, Maternal Fetal Medicine Specialists, Fellows, Residents, Family Medicine Physicians, Midwives and dedicated Anesthesiologists.

The Mother Baby Program consists of the High-Risk Antenatal Unit, the Postpartum Unit, the Hospitality Unit, and the Postnatal Ambulatory Clinic (PNAC). As a collaborative member of the Mother Baby Program nursing leadership team, you are responsible for administrative operations, clinical practice, quality and risk management, human resources and financial management, staff development and advancing professional practice for the Mother Baby Program. You and your team find opportunities to bridge the continuum of care from hospital to community to ease transitions. Your leadership is consistent with Magnet® principles and aligns with the hospital's values and strategic objectives.

The inpatient units support care for both low-risk and high-risk women and their healthy newborns pre and post birth. The Hospitality unit provides self-care accommodation to high-risk antenatal patients who do not require regular care but need to remain in close proximity to the hospital. The PNAC provides follow-up care to recently discharged women and their newborns. This includes breastfeeding visits, newborn assessment, jaundice follow-up and eye exams for at-risk infants. The NUA is supported by a medical lead, Clerical Coordinator, Clinical Coordinator, Clinical Nurse Specialist and a Nurse Clinician (Educator). The position reports to the Senior Director for Women's and Infants' Health and Nursing.

Responsibility at the unit level includes:

- Assuring professional and evidence-based standards of nursing practice are in place to maximize safe, high quality and patient-centered care
 - Interpret and foster the philosophy, goals and standards of the Department of Nursing and the corporate mission, vision and values
 - Work collaboratively with the Nurse Clinician and Clinical Nurse Specialist to ensure staff receive appropriate orientation and ongoing professional development to maximize nursing excellence and leadership skills
 - Work with other members of the nursing leadership team to support the implementation of evidence-based practice and ensure the dissemination of research findings to inform nursing practice and improve patient outcomes
 - Encourage and participate in nursing research and the utilization of research findings
 - Develop and maintain a valid and reliable workload measurement tool for assigned clinical areas
 - Ensure access to care (inpatient and ambulatory) is maintained by making efficient use of resources and optimizing patient throughput
- Establishing and monitoring annual goals and objectives for the inpatient units and ambulatory area
 - Participate in the strategic planning process to set goals, drive organizational change and optimize human resource planning and organizational development
 - Incorporate unit council ideas and recommendations into the annual goals and objectives
 - Ensure program goals and objectives are aligned with the Hospital's strategic direction
 - Participate in the programmatic development of the clinical area, preparing necessary business cases and briefing notes as required
 - Collaborate with the Physician Leader, Clinical Nurse Specialist, Nurse Clinician and staff in the development and monitoring of the quality plan and annual business unit scorecard
- Prioritizing continuous quality improvement and creating a culture of safety, risk mitigation and service
 - Utilize quality improvement processes to develop, lead and evaluate program improvement initiatives based on quality data monitoring

- Implement the approved quality plan; encourages staff participation in quality improvement/safety initiatives and prepares safety and quality improvement reports
- Promote and maintain a safe patient care and work environment by assessing for and managing actual and potential risks; this includes engaging in safety audits, promoting staff accountability in workplace safety, and ensuring that adequate structures and processes are in place such as staffing, equipment, supplies, physical space, policies and procedures
- Ensure financial management through effective budgetary planning, monitoring, controlling and operations at the unit level
 - Facilitate and provide leadership for resource utilization at the unit and programmatic level; develops business cases for required human or physical resources as needed
- Fostering a collaborative practice environment that is based on mutual respect among all team members and promotes psychological safety
 - Promote a culture of inclusion and interprofessional teamwork
 - Foster effective labour relations through knowledgeable interpretation and implementation of collective agreements
- Assuming responsibility for all human resource planning which includes recruitment and retention strategies
 - Recruit, develop, and manage staff
 - Establish open communication, provide just-in-time feedback and complete regular employee performance appraisals
 - Engage the Nurse Clinician for the development of learning plans to support ongoing learning/practice needs
 - Support the Hospital's strong academic mandate for ongoing staff development and training of students from all healthcare disciplines
- Participating as a member/leader of departmental and corporate committees and teams
- Establishing, promoting and maintaining good public relations through effective communication within the organization
- Communicating effectively using appropriate lines within the organization
- Responding as NUA on-call as needed
- Performing other duties related to the position as required

Job Requirements

- Current certificate of registration with the College of Nurses of Ontario in good standing
- Master of Nursing degree required from an accredited educational institution
 - Note: Bachelor of Science in Nursing (BScN) with a Master's degree in a related discipline may be considered and applicants currently enrolled in and scheduled to complete their Master's program within approximately the first year of hire may be considered
- Minimum 5 years of recent nursing leadership experience (candidates with significant experience in informal nursing leadership roles may be considered)
- Minimum 5 years of related clinical experience
- Additional formal preparation in leadership an asset
- Respected and progressive leader with the ability to inspire, motivate and develop a high performance team

- Significant experience in risk management and quality improvement; success leading, monitoring and evaluating process/systems to identify and achieve efficiencies and quality outcomes
- Proven experience in data interpretation and analysis as a means to support strategic decision making and fiscal accountability
- Advanced understanding of the value of information technology and experience in the implementation and integration of strategies for systems and technologies
- Program planning and evaluation methodology skills
- Proven experience successfully leading and facilitating change with multidisciplinary teams
- Excellent interpersonal and communication skills; professional, diplomatic and confident with a proven ability to work with individuals across all levels of the organization and external stakeholders
- Excellent organizational and time management skills with the proven ability to manage competing demands
- Excellent decision making, problem recognition, problem solving, communication, negotiation and conflict resolution skills
- Models collaborative, cross-portfolio engagement to build consensus and create solutions to complex issues
- Experience leading and/or supporting program development initiatives that align departmental goals with organizational strategic direction
- Flexible with the ability to work efficiently in a fast-paced, multitasking and dynamic environment
- Membership in professional nursing and other related organizations
- Proficient in using Microsoft Office suite
- Eligible for cross-appointment to an academic institution
- Commitment to collaborative practice
- Demonstrated satisfactory work performance and attendance history

Open Date: 10/27/2020
Posting Deadline: 11/11/2020

All applications must be submitted by no later than 4:00 p.m. of the posting deadline date.

Applications can be made online at:

<https://sinaihealthsystem-mountsinai.mua.hrdepartment.com/hr/ats/Posting/view/4929>