

Senior Leader, Developmental Care

BC Women's Hospital & Health Centre, Vancouver BC

What we do:

BC Women's Hospital + Health Centre (BCW) is dedicated to improving the health of women, newborns and families through a comprehensive range of services, research and education. BC Women's Hospital is the provincial quaternary neonatal referral centre. Each year, we care for approximately 1,200 of the most critically ill newborns and their families admitted from across British Columbia and the Yukon Territory. BC Women's NICU is a leader in innovative family integrated and developmentally supportive models of care including our combined care, Mother Baby Care unit, where mothers and their babies needing Level 2 Intensive Care receive their care together in the NICU, thus preventing separation. BCW's NICU is committed to a philosophy of family integrated care characterized by mutual respect, where parents are recognized as key members on their baby's Core Care Team and welcomed, invited and supported to be the primary caregiver for their baby.

What you'll do:

- Responsible to lead teams in the planning, implementation and evaluation of family integrated, developmentally supportive clinical care practices and programming for at risk infants and their families.
- Plan, implement and evaluate select clinical and family educational programs based on ongoing needs assessment, in collaboration with educators, managers and other health care professionals.
- Identify, advise, advance and lead teams in the development, uptake and implementation of best practice standards in neuro-developmentally supportive care practices, including Small Baby Care, Kangaroo Care, skin to skin holding.
- Lead the planning, implementation and development of best practice for lactation and breastfeeding practices within all areas of the NICU and in collaboration with our maternal newborn partners.
- Support local, provincial and national planning in the area of family-integrated developmentally supportive neonatal care practices and advance evidence informed clinical practice approaches to improve the health outcomes for infants, women, persons, and families.
- Address program needs through a continual review of the inter-professional literature and other relevant resources to uphold and advance a family integrated model of family-centered care using an inclusive and trauma informed approach.
- Scan the environment and the literature to identify emerging practice trends and challenge and share knowledge about current research and literature. Implement strategies to address challenges. Lead and manage complex and innovative projects and initiatives and engage all disciplines to find solutions.
- Promotes and advance the implementation of relevant evidence-based practice to improve the health outcomes of infants, women, persons and families.
- Participate in relevant research and promote and advance best practice and knowledge sharing through publications, presentations, and conferences.

What you bring:

- A level of education, training, and experience equivalent to a Master's degree in Nursing, or related health discipline or other relevant area and five (5) years recent related experience in progressively advanced senior leadership positions or advanced practice roles.
- Eligible for registration with the British Columbia College of Nurses & Midwives (BCCNM) or relevant regulatory body and holds current certification in CPR.
- Preferably holds current International Board Lactation Consultants certification.
- Understanding and experience in the dissemination of research.

You will also be able to demonstrate:

- Knowledge and advanced clinical experience in neonatal, perinatal and women's health, family-centred care and lactation and breastfeeding care.
- Experience in leading quality improvement initiatives, projects, research, and program development.
- Excellent verbal and written communication.
- Leadership, facilitation and mentoring skills as well as modelling problem-solving skills within a complex challenging environment and across the health care system with a wide variety of patients, practitioners, and others.
- Understanding and experience in the dissemination of research.
- Knowledge of Indigenous history, cultures, communities, cultural interference, social determinants of health, and Indigenous health policy.
- Knowledge of the 2015 Truth and Reconciliation Commission of Canada; Calls to Action, United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), and In Plain Sight Report.

What we bring:

Every PHSA employee enables the best possible patient care for our patients and their families. Whether you are providing direct care, conducting research, or making it possible for others to do their work, you impact the lives of British Columbians today and in the future. That's why we're focused on your care too – offering health, wellness, development programs to support you – at work and at home.

- Join one of BC's largest employers with province-wide programs, services and operations – offering vast opportunities for growth and development.
- Access to professional development opportunities through our in-house training programs, including +2,000 courses, such as our San'Yas Indigenous Cultural Safety Training course, or Core Linx for Leadership roles.
- Enjoy a comprehensive benefits package, including municipal pension plan, and spiritual and psychological health & safety programs.
- 12 annual statutory holidays with generous vacation entitlement and accrual.
- Flexible work options including flextime, work locations and job sharing (eligibility will vary)
- Perks include access to fitness classes and discounts to 350 BC-wide recreational programs, travel, technology, car and bike sharing, and more.



Regular, Full-Time

4500 Oak Street, Vancouver, V6H 2N9

Applications will be accepted until position is filled.

Monday to Friday; 0800 - 1600

Requisition Number: 113032

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The Provincial Health Services Authority ([PHSA](#)) plans, manages and evaluates specialized health services with the BC health authorities to provide equitable and cost-effective health care for people throughout the province. Our values reflect our commitment to excellence and include: Respect people – Be compassionate – Dare to innovate – Cultivate partnerships – Serve with purpose.

Learn more about PHSA and our programs: jobs.phsa.ca/programs-and-services

PHSA is committed to employment equity, encouraging all qualified individuals to apply. We recognize that our ability to provide the best care for our diverse patient populations relies on a rich diversity of skills, knowledge, background and experience, and value a safe, inclusive and welcoming environment.