



Lake of the Woods District Hospital

Patient Care Manager – Maternity (Full-time Permanent)

Competition Number	2023-NON-021
Job Type	Full-time Permanent
Hours	1.00 FTE
Classification	UNITM
Department	Maternity
Salary	Hourly: \$58.5914 to \$62.8720 Annually: \$114,253.17 to \$122,600.38
Closing Date	Friday, January 5, 2024

Description

Reporting to the Vice President of Patient Care and CNO, the Unit Manager is responsible for providing effective leadership within the LEADS framework, in collaboration with the management team to ensure efficient resource management and the delivery of excellent patient care is achieved on the unit. This role provides leadership to a multi-disciplinary team of professionals and fosters an environment of learning, teamwork and modernization.

As a fully accredited hospital under the national standards of Accreditation Canada; Lake of the Woods District Hospital's goal is to provide high quality patient care. LWDH meets the immediate healthcare needs of residents of the City of Kenora, as well as a large surrounding area, including several First Nations Communities.

Treating well over 30,000 people per year, LWDH is Northwestern Ontario's largest hospital outside of Thunder Bay. Additionally, the hospital is an integral partner in the All Nations Health Partners Ontario Health Team; one of the first 24 teams in the province and is currently in the planning phase of developing a new All Nations Hospital.

If you are interested in an innovative leadership opportunity with the ability to influence the future of Healthcare in Northwestern Ontario; LWDH is currently seeking full-time unit manager to join the leadership team.

If this opportunity sounds like a great fit for you and you meet most of the essential qualifications we are looking for, we encourage you to apply and provide us more details about why you think you would be a great fit. We cannot make any promises, but we will consider your qualifications and the potential you bring. LWDH is dedicated to ongoing professional development and continuing education opportunities to enhance skillsets and working experience.

Why Work with LWDH? In this position, there are many benefits to joining our team:

- Five (5) weeks paid vacation, pro-rated for your first year
- Five (5) discretionary days

- Healthcare of Ontario Pension Plan enrolment, one of Canada's largest defined benefit pension plans that includes portability, inflation protections, survivor benefits, buyback options, and early retirement
- Desjardin Group Life Insurance coverage that includes life insurance, and short/long-term disability coverage
- Green Shield Canada extended health benefits for single and family including dental/orthodontic services, prescription, health services, vision, hospital accommodation, etc.
- Access to staff physiotherapy, onsite gym, Employee LifeWorks Program, staff wellness initiatives, and much more!

Qualifications

Education:

- Bachelor of Science in Nursing minimum and a member in good standing with the College of Nurses of Ontario
- Current certification in BLS for Healthcare Providers, NRP, fetal monitoring, More OB and breastfeeding techniques required

Experience:

- 5 - 10 years' related Nursing experience particularly in the maternity field
- Minimum 3-5 years' experience in a leadership role an asset
- Experience being accountable for setting the context of employees' work and ensuring they have what they need to provide required services
- Previous experience working/managing in a unionized environment with the ability to understand and operate within multiple collective agreements

Knowledge, Skills, and Abilities:

- Demonstrated clinical leadership skills, human resources management skills, and financial management skills
- Solid ability to monitor staff performance and ensuring best practice standards are met within the maternity portfolio
- Previous experience and knowledge of LEADS in a caring environment framework is an asset
- Knowledge and experience with Change Management is desired
- Proficient computer skills with working knowledge of Meditech, EMR, Excel, Word, PowerPoint, MS Outlook, etc.
- Demonstrated ability to provide support and ongoing mentoring to staff
- Must strive to continuously provide a safe and supportive environment for patients, staff, physicians, and volunteers
- Must have the ability to effectively communicate (written and verbal) in the English language in order to provide excellent communication with team members, patients and families, ability to communicate in additional language(s) an asset
- Excellent organization and prioritization skills
- Ability to collaborate with all areas within the hospital and have many key interactions with internal and external partners and stakeholders

- Ability to work independently and effectively communicate with other members of the health care team
- Ability to contribute to corporate strategic direction, long-term planning, and capital expenditures through participation on key organizational committees and through inter-professional collaboration
- Ability to plan for and manage staff schedules and daily staffing needs based on planned and emergent patient activity
- Strong knowledge of professional practice standards from the applicable regulatory colleges
- Knowledge of Occupational Health & Safety regulations/requirements
- Must have demonstrated excellent attendance/performance record

Please apply through the online application process via <https://lwdh.talentpoolbuilder.com/>

We thank all applicants for their interest but advise that only those selected for further consideration will be contacted. First consideration will be given to current internal employees of LWDH.

Qualified applicants may be considered for other comparable positions or within the same classification other than this posted position.

Please prepare your application in accordance with the qualifications posted in the job advertisement. Applications will be screened based on the posted qualifications.

LWDH is committed to the principles of equity, diversity, and inclusion and belongingness in our operations, throughout our workplace, and seeks to employ individuals who are committed to and value these principles.

We believe in and promote the rights of all persons with disabilities as outlined in the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA 2005) and its related Accessibility Standards Regulations. To meet this responsibility, LWDH will make appropriate accommodations, including alternative formats available. Please inform Human Resources of any accommodation(s) at any point throughout the recruitment and selection process to ensure your equal participation.

LWDH values the importance of creating a workplace that reflects the population it serves and promotes the representation of the Employment Equity groups as outlined by the Employment Equity Act (1993). Applicants are encouraged to self-declare at the time of application.

For more information or to request an accommodation please contact the Human Resources Department at 807-468-9861 ext. 2393