

Clinical Nurse Manager Job Description

Title: Clinical Manager/Clinical Nurse Specialist	Reports to: Director of Operations and Communications
Classification: Management – Full-time, permanent	Date: March 29, 2021

Overview:

The Clinical Nurse Manager will lead a team of highly skilled Nurse Consultants whose role is building community capacity to provide palliative care in all places where people live and die. The CNM will take the clinical lead on the implementation of agency strategic priorities in order to enhance the delivery of high-quality, evidence based palliative care throughout North Simcoe Muskoka.

Role & Responsibilities:

Clinical Team Leadership:

Provide leadership to a professional interdisciplinary team including:

- Provide direct supervision and mentorship to a team of Palliative Resource Nurses
- Identify new markets for Educational programs, barriers to interdisciplinary education and support for staff in promoting education and removing barriers to participation
- Lead team meetings with Palliative Resource Nurses and contribute to clinical case discussions
- Model the consultative role the team uses to teach and support their colleagues in the field
- Lead interdisciplinary team meetings to ensure best outcomes for patients and families
- Identify and develop programs for continuous learning and sharing of expertise amongst the integrated Palliative Care delivery team
- With the team, evaluate and revise guidelines and protocols to deliver a comprehensive, evidence based specialist palliative care service
- Ensure on-going knowledge of each consultants work plans, case load and issues

System planning:

- Participate on agency, regional and provincial planning bodies creating policy for the effective, integrated delivery of palliative care in all settings where people live and die (as required)
- Maintain and transmit knowledge of evidence based best practices in implementing palliative care
- Build strong collaborative relationships with key stakeholders and partners at a local, provincial and national level
- Participate in LHIN level sub-geography planning meetings (as required)

Administration:

- Operate within budget allocation. Participate in establishment of budget, identification of variances and year end forecasting
- Ensure that documentation and record keeping is comprehensively maintained
- Audit service delivery, communication, data collection and progress to program goals
- Develop process of continuous quality improvement

North Simcoe Muskoka Hospice Palliative Care Network

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- Promotion of palliative care teams through presentations, marketing strategies and communicating with key partners in the area of palliative care
- Participate in Management Committee meetings
- Support the Director of Operations and Communications and Nurse Consultants in the development and review of performance goals that align with individual nursing positions and agency strategic priorities
- Assist the Director of Operations and Communications in identifying the nurse consultant(s) who are most appropriate to provide input/ feedback into decisions, questions, surveys etc.

Qualifications:

- Clinical Nurse Specialist
- Current certification in Canadian Hospice Palliative Care, CHPCN(C)
- Masters prepared registered nurse with focus on palliative care
- Advanced education and experience in palliative care as a specialty. Recognized as an expert in the field
- Research experience with good understanding of qualitative and quantitative designs and ability to conduct thorough literature search on specific topics
- Experience in development and delivery of educational programs and their evaluation
- Demonstrated management experience in leading inter-professional teams, supporting staff, conflict resolution, budget development and accountability, program management
- Demonstrated leadership, vision of the broader picture and skills to take the team forward
- Good judgment and the ability to support ethical decision making that may arise with the team

Condition of work:

- Monday to Friday – 37.5 hours plus on-call coverage on rotational basis
- Salary commensurate with experience and qualifications

Equal Opportunity Statement:

NSMHPCN is committed to the philosophy of equal opportunity employment and does not discriminate against any employee or applicant on the basis of race, color, ancestry, age, religion, sex, sexual orientation, gender identity or expression, nation origin, disability, medical condition, marital status, veteran status, or other non-job-related criteria.

NSMHPCN is an equal opportunity employer. In accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code, individuals requiring accommodation during the application/recruitment process should advise Human Resources so arrangements can be made. All personal information is collected under the authority of the Freedom of Information and Protection of Privacy Act.

Accessibility:

NSMHPCN is committed to providing its services in ways that respect the dignity and independence of people with disabilities.

To apply: Please send resume and cover letter to whitney@nsmhpcn.ca by Friday, April 16th, 2021.