



Associate Director of Care - 1 position

Posting #: 52816

Mount Hope Centre for LTC

Posting Date: March 26, 2024

Mount Hope Centre for Long Term Care - London, ON

Submission Deadline: April 01, 2024

Temporary Full Time

Bradley Dudley, Human Resources

Non-Union

Rooted in a history of care and compassion, Mount Hope Centre for Long Term Care's philosophy is center on the needs of the individual and on enhancing independence, choice and personal wellness for 375 residents. As one of four Associate Directors of Care, you will provide leadership for the nursing team and work with members of the interdisciplinary care team to ensure quality resident care is provided.

As an established nursing professional, you have experience with the complex issues faced by both elderly and younger long-term care residents living in a 24-hour care facility. Guided by our mission, vision and values, you will utilize change management, consensus building and conflict resolution skills as you ensure quality care for our residents and families.

#### Essential Qualifications

- Current certificate of registration in good standing as a Registered Nurse or Registered Practical Nurse with the Colleges of Nurses of Ontario
- Knowledge of a Safety Culture in a Health Care Setting in compliance with the OHSA
- Ability and commitment to act as a supervisor under OHSA
- At least 3 years of leadership experience in a unionized environment
- Excellent decision-making skills with the ability to use good judgment in assessing difficult situations
- Ability to work effectively and demonstrates composure under stressful conditions and to meet multiple and competing deadlines
- Demonstrates strong leadership and motivational skills
- Exercises initiative and good judgment with ability to multi-task
- Adapts to and implements change and facilitates its acceptance by others
- Has knowledge of relevant legislation related to management of people and fiscal resources
- Demonstrated shared leadership, team development and collaboration, and facilitation skills coupled with superior interpersonal, relationship and communication skills
- Demonstrate and practice the values of St. Joseph's in daily interactions with staff, residents and families
- Demonstrated critical thinking, problem recognition, analysis and resolution skills
- Demonstrated abilities in fiscal management and operational decision-making
- Must be customer focused, demonstrate an understanding of conflict resolution and be able to offer and receive constructive feedback
- Ability to train others effectively
- Ability to apply knowledge of Long-Term Care Act and Regulations to ensure compliance
- Experience in a leadership role and/or coaching/mentoring others
- Demonstrated commitment to professional development
- Demonstrated ability to work in a team environment
- Knowledge of Point Click Care, eMAR and Point of Care
- A police record check completed within the last six (6) months from a Canadian Police Information Centre (CPIC), inclusive of vulnerable sector screening.
- In addition, the successful candidate will possess strong Leadership capabilities including: Lead Self; Engage Others; Achieve Results; Develop Coalition; System Transformation

### Preferred Qualifications

- Proficiency in French would be an asset

### Teaching and Research

- St. Joseph's Health Care London through its affiliation with Western University and Fanshawe College is a leading research and teaching hospital. As an employee of St. Joseph's, you will be expected to engage in role related teaching and research activities in addition to any of your clinical duties

### Immunization Requirements

- Provide documentation you have received three doses of the Covid-19 vaccine (primary series, boosters and/or XBB) OR one dose of XBB vaccine at least 14 days prior to the start date.
- Provide vaccination records or proof of immunity against measles, mumps, rubella and varicella (chicken pox)
- Provide documentation of the Tuberculosis skin testing

*Your interest in this opportunity is appreciated. Only those under consideration will be contacted.*