



Manager, Occupational Health and Safety - 1 position	Posting #: 53973
Occupational Health & Safety Services	Posting Date: October 21, 2024
St. Joseph's Hospital - London, ON	Submission Deadline: November 03, 2024
Full Time	Michelle Robertson, Human Resources
Non-Union	Salary Range: \$61.90 - \$72.82 /hour

Join our team! We have a great team working together to maintain and enhance health and safety, and prevent injury and illness, for every employee, staff and volunteer in our organization. The Occupational Health and Safety Team serves our staff, physicians and volunteers through a standardized, focused and steadfast approach to occupational health and safety across the organization. We act as advocates for a culture of health and safety. For our colleagues, we provide consultation and education to staff, unions and leaders to ensure the well-being, appropriate management and inclusion of disabilities and the promotion of a safe working environment. Our focus is staff, resident/patient, physician, volunteer and community safety through the reduction and prevention of injuries and a focus on abilities.

The Manager, Occupational Health and Safety provides leadership to the Occupational Health, Abilities Management and Safety Teams. The Manager plans, organizes and implements all functions and activities related to the achievement of the goals of the Occupational Health and Safety Services team and the organization's strategic objectives. The Manager provides expertise, innovation and leadership to develop, implement, monitor and evaluate occupational health and safety practices. Some of these practices include Health Reviews, the ability management program, the safety program, and development of policies and procedures that comply with relevant legislation and standards. The Manager oversees daily activities performed by members of the Occupational Health, Abilities Management and Safety Teams. The Manager is responsible for the administration of the financial and human resources leadership of the Occupational Health and Safety professionals including nurses, registered practical nurse, physiotherapists, occupational therapists, kinesiologists and safety consultants.

#### Essential Qualifications

- Bachelor's degree in health-related field or Human Resources
- Minimum three years' leadership experience in a health care setting, preferably a multi-site hospital
- Experience with administration of occupational health and safety measures, policies and procedures
- Experience with abilities management programs, policies and procedures including WSIB legislation and management
- Experience with metrics, data gathering, statistics, audits and research
- Demonstrated skills in leading others, performing human resource functions and budget management
- Demonstrated knowledge of and skills in implementing process improvement and control programs for both patient and staff safety
- An effective influencer
- Knowledge of and demonstrated ability in motivating and coaching others
- Superior communication (written, verbal and presentation), interpersonal and relationship building skills
- Demonstrated advanced-level computer skills in MS Word, MS PowerPoint, MS Excel, and Outlook and Teams
- Demonstrated ability to interface effectively with physicians, leaders and staff as well as external agencies and the public
- Demonstrates commitment to professional development and learning
- Demonstrates understanding of continuous improvement principles and tools
- Possesses highly developed analytical, problem solving, critical thinking and conflict resolution skill
- Highly organized, with an ability to determine priorities and plan activities while performing a variety of different responsibilities with conflicting deadlines
- 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
- Solid knowledge and understanding of legislation related to Employment, People & Financial Management

- 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
- Master's Degree
- Certification or working towards certification with the Canadian College of Health Leaders
- Regulated Health Professional in good standing with regulatory College

#### 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 two doses of the COVID-19 vaccine (primary series/boosters, XBB or KP.2) OR one dose of KP.2 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.*

*Human Resources and Leaders use your profile information to evaluate your application for the vacancies you apply to.  
Only those under consideration will be contacted.*