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EXECUTIVE SEARCH



Director of Patient Care



Weeneebayko Area Health Authority

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The Organization

Weeneebayko Area Health Authority (WAHA) is a regional, community-focused organization, committed to providing optimum health care that engages patients, community members, allied partners and Weeneebayko staff, as close to home as possible.

The organization's quality strategy provides the framework to systematically assess, evaluate and improve the structure, process and outcome related activities in care and services, highlighting an organization wide approach which is collaborative and interdisciplinary in nature. At WAHA, we strive to ensure that quality standards are defined and adhered to throughout the organization. WAHA embraces both western and traditional approaches to medicine.

Our Values

- WAHA is committed to promoting healthier lifestyles while continuing to improve the holistic, lifelong wellbeing of all peoples in the Weeneebayko area
- WAHA supports families and communities through health education, advocacy and Cree language services
- WAHA is committed to providing high-quality health services including a traditional healing program and cultural healing methods
- WAHA supports Western and Traditional approaches to medicine



The Position

Reporting to the Vice President Patient Services and Chief Nursing Executive, the Director of Patient Care will lead, direct, supervise and support patient care activity at the Attawapiskat Hospital. The director is key to success of providing responsive, patient care services and will monitor and set service targets and performance objectives that align with the strategic vision of the Weeneebayko Area Health Authority. Using a team approach, the director will also help strengthen primary care services by setting up a shared care model of service delivery while overseeing the complex continuing care component of the Attawapiskat hospital.

Responsibilities:

Leading nurses, working in expanded roles who incorporate a holistic approach to care as well as supporting full scope RPN's and PSW's

- Structure clinics that promote patient and family participation in the plan of care
- Link with community programs for ongoing support
- Strengthen communication between providers to avoid gaps in care
- Promote care maps that define the patient journey and help manage expectations with outcomes
- Develop team goals and objectives for service that are measured through performance metrics
- Make independent decisions in times of crisis/off hours
- Be the Hospital Lead for Annual Break-up/Flood Planning responsibilities at the community table
- Collaborate and manage clerical support staff
- Oversee Long Term Care/Resident Assessments

The Position

Supporting team members in their roles and responsibilities

- Adopt a coaching approach to learning and service improvement opportunities
- Establish learning plans for each staff member to enhance knowledge and experience in their assigned roles
- Coordinate on-site teaching sessions and mock scenario exercises to enhance clinical assessment and intervention skills
- Conduct regular performance reviews with all direct reports to ensure alignment of service to organization vision and goals
- Initiate and guide corrective measures in practice or team relationships when deficiencies are identified
- Oversee patient care assignments for both regulated and non-regulated health care professionals for acute care, primary care & complex continuing care

Managing assigned budget

- Regularly review budget statements
- Provide feedback on budget variances
- Participate in all budget planning exercises for the site
- Oversee pharmacy stock including the transport of narcotics to and from the Hospital site
- Approve both stock and non-stock purchases for the site ensuring supplies and equipment are readily available to deliver patient services

Managing the performance of the team

- Develop and implement team goals and objectives for each fiscal year that align with strategic vision
- Establish performance metrics that will monitor progress of team
- Report performance metric results to team on a quarterly basis, soliciting feedback and suggestions on improvement opportunities that will ensure progress is achieved and sustained
- Monitor quality indicators to ensure service is meeting patient needs and expectations

Leading administrative initiatives to improve team performance and quality of service

- Investigate and address patient complaints/concerns with service received at the site
- Participate in hiring process for all patient care staff at the site
- Develop strategies to reduce staff turnover rates for the site
- Establish a staff work schedule that is flexible, innovative and one that promotes quality of work life for team members while adhering to union contractual obligations
- Gain knowledge of on-site support services including laundry, housekeeping, kitchen, staff housing, and maintenance in order to cover when manager is away.



Successful Candidate Profile

Joining the organization at an essential time, ideal candidates for this position will have knowledge and understanding or be willing to learn of Indigenous cultures and traditions, and socio-economic issues facing Indigenous and minority populations in Canada. Strong communication and organizational skills combined with three years' leadership experience, managing in a unionized environment will contribute to candidates' success.

Passionate about making a difference, candidates' optimism, resourcefulness and problem solving ability allows them to thrive in a fly in community and balance competing priorities. They will be excited by building a unified team that will be responsive to patient needs and by being the hospital representative at government and community meetings and events.

A Bachelor degree (Master's degree preferred) in Nursing and to be a Registered Nurse in Canada in good standing with the College of Nurses of Ontario is required.

For more information or to apply to this exciting opportunity, please contact Brenda LaRose at 204-515-3828 X103 or submit your resume and related information electronically to brenda@leadersinternational.com.