

Manager Clinical Practice

Niagara Region – Seniors Services

Permanent, Full-Time

Salary: \$ 115,940.00 - \$136,400.00 per year

Currently scheduled Monday to Friday, 8:30a.m. - 4:30p.m.

Please be advised this position may require:

- Unusual Hours: Occasional Saturday, evening, and night presentations. (To Nursing Staff and others on those shifts for educational purposes)
- Travel to all Long-Term Care Homes (7), and community contacts throughout the Region.

Organization Background:

Serving a diverse urban and rural population of more than 475,000, Niagara Region is focused on building a strong and prosperous Niagara. Working collaboratively with 12 local area municipalities and numerous community partners, the Region delivers a range of high-quality programs and services to support and advance the well-being of individuals, families and communities within its boundaries. Nestled between the great lakes of Erie and Ontario, the Niagara peninsula features some of Canada's most fertile agricultural land, the majesty of Niagara Falls and communities that are rich in both history and recreational and cultural opportunities. Niagara boasts dynamic modern cities, Canada's most developed wine industry, a temperate climate, extraordinary theatre, and some of Ontario's most breathtaking countryside. An international destination with easy access to its binational U.S. neighbour New York State, Niagara attracts over 14 million visitors annually, as well as a steady stream of new residents and businesses.

At Niagara Region, we value diversity - in background and experience. We are proud to be an equal opportunity employer. We aspire to hire and grow a workforce reflective of the diverse community we serve. By doing so, we can deliver better programs and services across Niagara.

We welcome all applicants! For more information about diversity, equity, and inclusion at Niagara Region, visit [Diversity, Equity and Inclusion - Niagara Region, Ontario](#) or email related questions to diversity@niagararegion.ca. To send input on reducing barriers in the current hiring process, please email myhr@niagararegion.ca

For the Region's full employee equity statement, visit [Working at Niagara Region - Niagara Region, Ontario](#).

Position Summary:

Reporting to the Associate Director Clinical and Support Services, the Manager Clinical Practice will provide leadership in clinical services and provide capacity building to staff through effective implementation and sustainability of consistent systems, processes and practice. This role will provide on-site consultation, support and education to the teams at the eight (8) long-term care homes to improve resident-centered care and promote inter-professional practice across Seniors Services.

Education:

- Post-Secondary degree in Health Services, Administration, Nursing or Equivalent.
- Registered Nurse with BScN
- Current Registration with CNO in good standing
- Master's Degree in a related field an asset
- Adult Education Certificate is preferred

Knowledge:

- Minimum of 5 years recent experience working in a Long-Term Care environment
- At least 5 years of current related experience in management.
- Excellent professional nursing knowledge and proficiency with an emphasis on clinical development
- Expert in related legislation including MLTC Act and Regulations, MFIPPA and PHIPA and Ministry of Labour
- Expert of the Minimum Data Set (MDS) and Resident Assessment Instrument (RAI) and all associated quality reports
- Nursing research, program planning and evaluation methodology
- Experience in leading process reviews, including needs assessment, coordination, facilitation and follow-up is preferred
- MDS Credentialed is preferred
- Certificate or courses in education, quality improvement, program evaluation, business analysis tools and techniques
- Advanced skills in MS Word, MS PowerPoint, Excel and Clinical Documentation Program (PCC)
- Knowledge and experience in Infection Prevention and Control

Responsibilities

Manage the Nurse Practitioners / IPAC Managers (25% of the time)

- Provides day to day management and supervision of Nurse Practitioners and IPAC Managers
- Leads the medication management program.
- Develop the implementation plan and evaluation of mandatory programs under the Long-Term Care Act including skin and wound, falls, pain, restraints, and continence
- Provides leadership to all areas of the nursing department in line with the divisional operations plan and strategic directions, Departmental and Corporate priorities, and the Council Business Plan.
- Supports the Continuous Quality Improvement Program of the Division by providing technical expertise and experience in assessment and evaluation of programs, balanced scorecard, performance indicators and participating in Accreditation related activities.
- Lead the Community of Practice of Nurse Practitioners/IPAC Managers and Staff Educator
- Represent Niagara Region in various meetings externally

Provide professional clinical expertise, capacity building and guidance to the 8 long-term care homes registered staff; including Nurse Practitioners, Director Resident Care, Associate Director Resident Care, Registered Nurses and Registered Practical Nurses. Coach, mentor and guide practice and advancement of skills development for LTC nursing staff through the development of formal

divisional nursing education programs, based on identified needs, current research and operational and strategic plans. (25% of time)

- Research and develop education programs and curriculum in response to identified gaps in knowledge and / or practice.
- Design, coordinate and facilitate training sessions as outlined in the Annual Education Plan
- Provide professional expertise and guidance, nursing focused LTC decision making in the delivery of care and services.
- Manage the Nurse Practitioner (NP) role that provides support to long-term care homes across Niagara Region (32 internal and external homes) in collaboration with program partners such as the Niagara Health System and Local Health Integration Network (LHIN).
- Manage the Infection Prevention and Control practitioner that provides support to long-term care homes across Niagara Regional homes (8 homes)
- Assess the need for, develop and present infection prevention and control education for individual departments, general orientation and annual review as needed; education includes, but is not limited to: hand hygiene, cleaning, disinfection, sterilization and asepsis, route of transmission, personal protective equipment (PPE), point-of-care risk assessment and outbreak management.

Lead Clinical Practice Quality Initiatives. (20% of time)

- Review RQI (Resident Quality Inspections – Ministry of Health and Long Term Care) data for trend analysis, follow up, recommendations, education and reporting
- Conducts audits and or investigations to evaluate the nursing department effectiveness and compliance with standards, including legislative/regulatory requirements, LTC divisional policies and procedures, and standard operating procedures
- Utilize Quality Improvement tools and business analysis tools and techniques and coach staff using a quality framework
- Support the Accreditation Canada process to ensure all clinical components are met and monitored
- Participate in outbreak investigations as required
- Oversee the antibiotic stewardship program and monitor residents' antibiotic use
- Oversight of the Infection Prevention and Control Program, which will, at minimum will ensure homes meet provincial and federal requirements, detect, prevent, manage and control infectious disease outbreaks when they occur, develop and implement prevention, surveillance and control measures to protect residents and personnel from healthcare associated infections
- Analyze clusters and trends of infection changes in prevalent organisms and any increase in the rate of infection

Create, update, and manage nursing policies and resident care programs, in consultation with the Administrator Seniors Central Support and the Director Resident Care group to ensure compliance with legislative requirements, using clinical research and current best practice standards with the College of Nurses of Ontario and Registered Nurses Association of Ontario (RNAO). (10% of time)

- Research, review, analyze and plan clinical practices

- Work with the leaders in Seniors Services and assist in reviewing and updating policies/procedures in the homes in line with leading practices and changing regulatory and legislative requirements
- Develop communication and training materials to support the rollout of revised policies and / or new policies.
- Develop and update written standards, policies and procedures for Infection Prevention and Control program, which include, a system of surveillance designed to identify possible communicable diseases or infections before they can spread to other persons in the long-term care home, when and to whom communicable diseases or infections should be reported, routine and additional precautions to be followed to prevent transmission of infection, hand hygiene procedures, isolation requirements.

Manages staff, coordinating and planning work, providing work direction, assigning tasks and projects, determining methods and procedures to be used, monitoring quality of work, resolving problems and ensuring assigned results are achieved. (10% of time)

- Enables results with the organization's human capital strategy to foster employee engagement.
- In conjunction with the Manager provides training and development, coaching and discipline when necessary, and manages staff recruitment.
- Ensures focus is service excellence, communication/transparency, innovation, and data integrity and work flow integration.
- Ensures staff has the information and resources to make successful plans and decisions.
- Ensures all people related issues, including recruitment, grievances and labour relations issues, are aligned to HR and Corporate standards and practices.
- Helps to break down barriers to employee success, ensuring collaboration and cooperation with other teams within their division and department
- Ensures Occupational Health & Safety policies, programs and practices are implemented, and maintained. This includes workplace inspections, monitoring, accident reporting and investigations, and ensuring any observed hazards or lapses in the functioning of OH&S processes, and other OH&S concerns are responded to promptly.
- Ensures all individuals under supervision have been informed of hazards and instructed on the necessary risk control and emergency response measures
- Maintain current knowledge of local, provincial and federal regulations/requirements in relation to infection prevention and control measures and ensure that long-term care facilities are informed; understand and comply with infection control procedures and regulations

Builds strategic networks, alliances, and partnerships across internal and external invested parties. (5% of time)

- Works closely with management and staff of Seniors to monitor on an ongoing basis to evaluate needs and requests.
- Liaises regularly with appropriate faculty of local and regional educational institutions (i.e., Brock and Nipissing Universities, Niagara College, local colleges) to provide feedback, consultation and collaborate on training
- Works with vendors to build relationships and organize education for staff
- Member of Seniors Quality Steering Committee
- Provides regular reports to Director of Resident Care group

- Works collaboratively with professional practice association such as RNAO
- Chairs and participates on internal committees
- Collaborate with Infection Prevention and Control Hub and other local and national agencies on activities related to infection prevention and control

Manages and administers annual and multi-year Capital and Operating budgets for which they are delegated authority ensuring support of Council's objectives, financial transparency and accountability, monitoring budget adherence, identifying and explaining variances, and financial reporting is effectively managed in compliance with corporate financial policies. Administer and approve the acquisition of goods and services for their direct reports in accordance with the procurement policy. (5% of time)

Special Requirements

- In accordance with the Corporate Criminal Record Check Policy, the position requires the incumbent to undergo a Criminal Records Check, including a vulnerable sector search, and submit a Canadian Police Clearance Certificate.
- Must possess and maintain a valid driver's license
- Must maintain ability to travel in a timely manner to other offices, work locations or sites as authorized by the Corporation for business reasons.
- Regional staff strive to enable the strategic priorities of council and the organization through the completion of their work. Staff carry out their work by demonstrating the corporate values.

To Apply:

If you are looking for an opportunity to use your leadership expertise and grow your career with a progressive organization, please view the full advertisement, requirements and apply online at [Niagara Region Careers](#) (Job Opening #42427), before midnight on **May 15, 2025**.