

Chatham Kent Health Alliance

Chatham-Kent Health Alliance (CKHA) is a 200+ bed community hospital, equipped with state-of-the-art facilities and technologies. Formed in 1998, CKHA is committed to core service excellence, top-flight operational performance and to becoming a facility of choice in Southwestern Ontario. With sites in Chatham and Wallaceburg, CKHA is comprised of approximately 1360 compassionate staff, 178 physicians and 300 volunteers who serve the medical needs of 102,000 residents in the Municipality of Chatham-Kent.

Mission: One Team - Two Sites: Serving Chatham & Rural Kent

Vision: Together, Growing a Healthier Community

Values: CKHA CARES - Collaboration, Accountability, Respect, Excellence, Safety

VACANCY NUMBER:

0000018230

POSITION:

Director

DEPARTMENT:

Mental Health/Complex Continuing Care/Chronic Disease Management/Rural Health Strategy

STATUS:

Regular Full-Time

OF POSITIONS:

1

ESSENTIAL QUALIFICATIONS (Knowledge, Skill, Experience)

- Extensive experience in the development, implementation and monitoring of Mental Health Services
- Experience in developing collaborative partnerships with stakeholders at local and regional level to operationalize services for specific patient populations
- Masters Prepared from an accredited University required
- Current Registration and member in good standing with the College of Nurses of Ontario (CNO) or Member in good standing with a current Certificate of Registration with a Regulated Health Professional College
- Significant related management experience, preferably in a complex environment that requires extensive collaboration with internal and external stakeholders.
- Extensive experience with health care delivery models and systems
- Satisfactory attendance.

ESSENTIAL COMPETENCIES (Personal Skills and Attributes)

- Ability to lead effectively and create a high-performance culture that facilitates high quality and performance
- Ability to inspire others to work toward common goals by increasingly engaging and empowering them
- Provision of care in an interprofessional team environment
- Interpretation of healthcare trends in order to anticipate future changes
- Clinical outcome measurement, evidence-based practice and quality improvement
- Well developed negotiation and conflict management/resolution skills
- Knowledge of relevant legal/regulatory guidelines and legislation
- Working knowledge of relevant Collective Agreements
- Proven management skills, including quality improvement, change management, evaluation, planning and utilization management skills, risk and patient safety
- Superior verbal and written communication skills, including the ability to fully utilize contemporary information and communication devices
- Demonstrated ability to support and embrace the philosophy of Patient and Family Centered Care.
- Demonstrated participation in building a culture of safety for both patients and employees
- Demonstrated performance reflecting the Mission, Vision, Values and Code of Conduct of Chatham-Kent Health Alliance.

ACCOUNTABILITIES (Major Responsibilities of the Position)

- This position reports to the Vice President, Chief Nursing Executive and Chief of Professional Practice
- Areas of responsibility include: Mental Health (Inpatient & Outpatient), Inpatient Complex Continuing Care, Chronic Disease Management Programs and Rural Health Strategy

Works in collaboration with the Physician lead (s) to provide exceptional leadership to;

- Foster positive, respectful internal and external relationships/partnerships,
- Promote a culture of safety and continuous process improvement,
- Utilize evidence and best practice standards to influence care delivery outcomes within a patient and family centred, interprofessional care environment
- Optimize available resources within a fiscally responsible and efficient framework

Establishes, achieves and is accountable for:

- Human Resource Strategies by modeling, communicating and reinforcing values, ethical standards, policies, procedures; recruitment, selection, orientation, training, coaching, mentoring, counseling, discipline if required, and effective communication methods. Fostering a safe, healthy work environment through the development of positive, collaborative relationships with union executives for the benefit of their respective union members, all staff members and physicians.

- Organizational Strategies by establishing rapport across interdisciplinary services; conferring and working with physicians, healthcare professionals, colleagues and staff to understand and meet service requirements to achieve the best possible outcomes for patients, families and the organization
- Operational Strategies by evaluating trends; establishing critical measurements; determining process, productivity, quality, patient-family centred service, safety, security, and health strategies. Developing systems concepts, implementation criteria, and integration methods. Facilitating the implementation of evidence-based practice, care paths and clinical practice guidelines; ensuring increased patient/family/client satisfaction.
- Financial Strategies by estimating, forecasting, and anticipating requirements, trends and variances. Aligning allocated monetary resources; developing action plans; measuring and analyzing results; initiating corrective actions; minimizing the impact of variances and achieving the targets in costs utilization based on designated benchmarks. Developing and maintaining balanced scorecards/indicators for the Programs to determine program health and areas for improvement; ensuring cost effective utilization of human, fiscal, materiel and capital resources.

CKHA is an equal opportunity employer committed to fair and accessible employment practices. Should you require accommodation due to a disability during the recruitment process, please contact Human Resources.

If interested, please apply to this position through the following link:

<https://erecruit.ckha.on.ca/eRecruit/VacancyDetail.aspx?VacancyUID=000000003739>