



Clinical Manager, Child Adolescent Mental Health Program

Join Northeastern Ontario's Health Care Leaders!

Posting #:22-0623

Permanent Full-Time position

Location: RLHC

A dynamic and growing health care environment awaits you in Sudbury Ontario: Canada's happiest city! Surrounded by provincial parks and over 200 lakes, Greater Sudbury has over 160,000 residents and is a rich mix of urban, suburban, rural and wilderness environments. Considered the healthcare hub of northeastern Ontario, Health Sciences North offers a balance of a challenging professional career and a comfortable lifestyle, right in the heart of Northern Ontario's largest city.

Health Sciences North (HSN) is seeking an innovative leader for the position of Clinical Manager, Child Adolescent Mental Health Program (CAMHP) to provide leadership and direction through planning, organizing and controlling of the day to day operations of the Child/Adolescent Mental Health Program (CAMHP). Through the use of clinical knowledge and leadership skills they will also promote the delivery of optimal care to patients through day to day planning and the management of human and material resources.

The ideal candidate will have a Master's Degree with specialization in a health related discipline or in health services management/ human services or related field along with current Certificate of Registration in good standing with an applicable regulatory college is required. We are looking for a minimum of five (5) years' experience in mental health and addictions service delivery (preferred focus in child and youth mental health service delivery). Minimum of two (2) years working in a leadership/supervisory role is required. Preference will be given to candidates with experience in an in-patient or community-based mental health setting.

If you enjoy working in a fast-paced, team environment and are looking for a rewarding career opportunity, you are encouraged to view the full job description on the HSN Careers Website.

We offer competitive salary and vacation, extended health and dental benefits, a pension plan through HOOPP and relocation allowance to assist with moving expenses.

Interested applicants are asked to apply directly to posting # 22 – 0623 by April 20, 2022 at 4:00 pm on the HSN Careers Website at hsnsudbury.ca/careers.

Health Sciences North (HSN) is a regional resource and referral centre for over 600,000 residents across northeastern Ontario. It features state-of-the-art technology with 3,900 employees, over 280 physicians, and 700 volunteers. HSN has become a Research and Academic Health Science Centre affiliated with the Northern Ontario School of Medicine and the Health Sciences North Research Institute.



Management

Date Posted: April 6, 2022

Posting #: 22-0623

Position: Clinical Manager, Child and Adolescent Mental Health Program

Status: Permanent Full-Time

Program: Mental Health and Addictions

Department: Child and Adolescent Mental Health (CAMHP)

Site: Ramsey Lake Health Centre (RLHC)

KEY FUNCTION:

Responsible for providing leadership and direction through planning, organizing and controlling of the day to day operations of the Child/Adolescent Mental Health Program (CAMHP). Use clinical knowledge and leadership skills to promote the delivery of optimal care to patients through day to day planning and the management of human and material resources.

REPORTING:

Under the general direction of the Administrative Director, Mental Health and Addictions Program.

DUTIES:

1. Manage human resources which include: recruitment, selection and training.
2. Guide, motivate, monitor and supervise staff, develop standards of performance, evaluate performance and coach for improved performance where required.
3. Ensure staff follow policies and procedures and bring program/ staff into compliance where required.
4. Monitor adherence to standards of work and oversee audit results.
5. Ensure quality of all statistical data submissions to funders and external agencies.
6. Ensure a safe environment for patients, staff and visitors; investigate, report, debrief and take or direct corrective action as appropriate on incidents.
7. Evaluate patient care and satisfaction on an ongoing basis and formulate solutions for improvement.
8. Review daily bed demands, bed flow, and implement process changes to improve flow.
9. Promote early identification of discharge barriers and solution-focused priority setting and problem solving at the unit level.
10. Ensure needs of the patient are met in the most appropriate care environment by advocating for transfers to/from CAMHP unit as needed.
11. Review roles and responsibilities of Nurse Clinician to ensure balanced workloads between team and corporate functions.
12. Establish and monitor formal mentorship relationships for students when required.
13. Champion the adoption of evidence-informed care and best practices.
14. Monitor and evaluate the quality and effectiveness of programs and services through distribution and analysis of satisfaction surveys, and review trends of patient feedback.
15. Develop annual budgets and assume fiscal accountability of the departmental operation according to approved budget.
16. Initiate new programs/services and actively lead program planning, implementation and evaluation of new initiatives.
17. Work with North Bay Regional Health Center (NBRHC) in their administrative role related to children's regional inpatient tertiary services by providing data required by NBRHC and ensuring regional standards are implemented and evaluated.
18. Oversee the work of others in compliance with the Occupational Health and Safety Act (OHSA), its regulations, and HSN policies.
19. Provide hospital wide, on-call coverage for problems and serious issues after hours and on weekends according to scheduled rotation.
20. Determine and align improvement projects with HSN's Strategic Plan; monitor and adjust to achieve goal outcomes.
21. Participate in the accreditation process and work to ensure that the program and HSN achieve, maintain and continually improve upon their accredited status.
22. Teach, coach and lead staff in the development and monitoring of quality indicators and improvement initiatives.
23. Engage in and foster professional development of all staff and provide opportunities for learning within budgeted resources.
24. Collaborate with internal and external stakeholders/organizations/community groups to achieve program objectives, integrate and link services and foster partnerships across the continuum of service delivery.
25. Participate in education and training specific to current, relevant federal and provincial health and safety legislation, standards and guidelines.
26. Represent the department or program on various committees and in meetings as required.
27. Perform other duties as required.

QUALIFICATIONS

EDUCATION AND TRAINING:

1. Master's Degree with specialization in a health related discipline or in health services management/ human services or related field is required.
2. Current Certificate of Registration in good standing with an applicable regulatory college is required.
3. Ministry of Labour "Worker Health and Safety Awareness in 4 Steps" training certificate is required.

EXPERIENCE:

1. Minimum of five (5) years' experience in mental health and addictions service delivery (preferred focus in child and youth mental health service delivery).
2. Minimum of two (2) years working in a leadership/supervisory role, preferably in an in-patient or community-based mental health setting, is required.

KNOWLEDGE/SKILLS/ABILITIES:

1. Demonstrated extensive knowledge of evidence-informed child, adolescent and family approaches to care and treatment.
2. Demonstrated ability to develop, monitor, administer and report on budgets.
3. Demonstrated knowledge of Mental Health Act, Consent and Capacity, associated legal issues, Privacy legislation (PHIPA), Informed consent, best practices in Mental Health.
4. Demonstrated effective time management and organizational skills with the ability to organize and prioritize as required.
5. Demonstrated coaching and problem-solving skills to provide instructions and guidance to staff with respect to activities, challenges and questions.
6. Demonstrated excellent judgment and proven analytical skills.
7. Demonstrated ability to coach, advise and teach others using the principles of adult learning.
8. Demonstrated training, experience or utilization of lean methodology for process improvement.
9. Demonstrated ability to independently identify issues, plan improvements, measure success and continue improvement.
10. Knowledge of relevant legislation and principles of management, hospital committee structure, conflict management and resolution, system needs analysis and organizational assessment.
11. Demonstrated excellent computer skills with proficiency in Microsoft Office software (e.g. Word, Excel, Power Point and Outlook) and patient information systems.
12. Demonstrated superior interpersonal and communication skills, both written and verbal.
13. Demonstrated commitment to the safety of co-workers and patients.

PERSONAL SUITABILITY:

1. Ability to use tact and discretion in dealing with health care providers and patients.
2. Successful criminal reference check is required for vulnerable sector.
3. Demonstrated commitment to ongoing professional development.
4. Demonstrated professionalism in dealing with confidential and sensitive issues.
5. Demonstrated positive work record and excellent attendance record.
6. Ability to meet the physical and sensory demands of the job.
7. Ability to travel between local sites.

Selection Process: Candidates will be selected for this position on the basis of their skill, ability, experience and qualifications as identified in the resume and completed Application Form submitted. The Hospital reserves the right to conduct a formal interview where required.

Shift: Days

French Language Service Designation: Bilingualism is an Asset

Salary: \$103,915.....\$122,245/Annum

Note: Applications for this position must be submitted to the Human Resources Department before 1600 hours on **April 20, 2022**.

**HSN thanks all applicants.
Only those selected for interviews will be contacted.
We will not accept applications after the closing date and time.**