

Position Title: Director, Clinical Programs
Programs: Acute Assessment & Sans Souci
Employment Type: Full Time
Work Schedule: 37.50 hours weekly as per schedule

Job Class: MG012
Employee Group: Management
Posting Date: November 29, 2021

Reporting to the Vice President Clinical Services and Chief Operating Officer, the Director, Clinical Programs will assume responsibility for the overall operation of two regional clinical programs by planning, implementing, integrating, and evaluating a comprehensive range of program activities that ensure and/or support quality focused, patient-centred care, treatment and rehabilitation in a safe environment.

Waypoint Centre for Mental Health Care (Waypoint) is an internationally recognized speciality mental health hospital located on the beautiful shores of Georgian Bay in the Town of Penetanguishene. Waypoint provides an extensive range of acute and longer-term psychiatric inpatient and outpatient services to all of Simcoe County, Muskoka/Parry Sound and parts of Dufferin County. Waypoint, formerly Mental Health Centre Penetanguishene, has operated as a psychiatric hospital since 1904. On December 15, 2008, we were divested from the Province of Ontario to a public hospital corporation. Waypoint is sponsored by the Catholic Health Corporation of Ontario, which is a health care sponsoring agency of the Catholic Church.

With a total of 301 beds, Waypoint has 141 beds in six specialized inpatient programs dedicated to providing regional mental health and addictions care, 160 maximum secure beds providing unique inpatient mental health service to hospitals, courts, police, and correctional facilities across the province of Ontario, as well as various outpatient and community programs serving the needs of children, youth, adults, and seniors. Waypoint employs more than 1,200 staff, including approximately 50 medical staff and 130 volunteers. Accredited with exemplary status and achieving two gold-level Quality Healthcare Workplace Awards, Waypoint is focused on an exemplary workforce that drives the best outcomes for patients. A Catholic sponsored hospital, Waypoint is well positioned to build on its success as a “hospital committed to providing excellence in specialized mental health and addictions services grounded in research and education and guided by faith-based values.”

Key Accountabilities:

- Provide clinical and administrative leadership and support through implementation of strategic goals at the Program level based on the overall hospital Strategic Plan and objectives, including the creation of indicators and measurement of outcomes.
- Optimize the therapeutic environment, including possible changes to the Model of Care.
- Establish operational direction, including developing and overseeing an annual program budget that reflects the goals and objectives of the program and are consistent with the hospital directions; determining appropriate staffing requirements and recruiting accordingly.
- Report to Senior Leadership on program operations, utilizing Balanced Scorecards, Quality Reports and other quantitative measures.
- Provide administrative leadership to the Clinical Managers and program teams by evaluating program effectiveness on an ongoing basis and ensuring that the results of the program evaluation and any external reviews are used for further development and maintenance of programs; developing and implementing program policies and standards that are in line with legal, professional, accreditation, and corporate practices.
- Promote and lead the implementation of safety initiatives for patients and staff that support patient-centered care.
- Provide direction, leadership and advice to team members in order to ensure that individual skills, knowledge/competencies are fully utilized to meet program goals and service needs; evaluating team performance and providing appropriate resources and interventions for team building and conflict resolution; developing and maintaining positive labour relations.
- Promote and implement Continuous Quality Improvement, Recovery and Trauma Informed Care principles and practices in overseeing the programs; support and encourage discipline specific and peer review initiatives which maintain and promote professional standards and practices in consultation with the Vice President and Professional Practice; promote, coordinate and participate in clinical research activities.
- Communicate and collaborate effectively with the program areas and other internal and external partners to ensure that services are delivered in response to the identified needs of the client and based on best practices; develop partnerships and collaborate to deliver services in the community as appropriate.

Qualifications/Requirements:

- Post-secondary education, preferably at the Masters level, in a related field is mandatory. Membership in a health care regulatory college or equivalent workplace experience.
- Five to seven years of progressive professional and leadership experience in a complex mental health environment,
- Interpersonal skills and emotional intelligence to establish and maintain effective relationships with a wide variety of staff, Medical Staff, patients, visitors, Patient Advocates and external contacts
- Leadership and teamwork skills to support, coach, direct, mentor and teach activities to clinical staff

- Analytical thinking skills in order to monitor, assess and implement programs and address operational needs
- Change management skills to promote, support and implement change in line with the hospital strategic directions, Program needs and support practice and corporate changes
- Results oriented work ethic to work independently and undertake tasks needed to accomplish work objectives and deliver quality, consistent and timely results
- Model and promote core ethical practices and Waypoint Values with both internal and external stakeholders.
- Preference for proficiency in French/English
- Candidates must meet the requirements of our COVID-19 Immunization Policy by providing proof of full vaccination, or a request and receipt of an accommodation under the Ontario Human Rights Code, including a medical exemption.

How do I apply?

Waypoint employees apply through the Employee Self-Service portal at <https://employees.waypointcentre.ca> and external applicants apply to www.waypointcentre.ca/careers by close of business **(5:00 pm) on December 17, 2021** quoting **Job ID WC21-348**. Attach your cover letter and resume detailing why you are interested in this opportunity and how you meet the qualifications and key accountabilities specified.

We are committed to fostering an inclusive, accessible work environment, where all employees feel valued and respected. Waypoint offers accommodation for applicants with disabilities as part of our recruitment process. If you are contacted to arrange an interview, please advise us if you require an accommodation. All applicants are thanked for their interest in this position, however, due to high volumes only those selected for an interview will be contacted.