

Posting#: 2022-901071

Non- Union

Position: Program Director, Mental Health

Department: Mental Health

Status: Permanent Full-time

Hours: Monday to Friday, Days - must be available for early morning and late evening meetings as needed. Hours are subject to change to meet operational requirements

Participating in On Call Rotation is a requirement

Halton Healthcare's vision of Exemplary patient experiences, always, goes beyond just the patient experience; it has shaped our entire culture and remains at the core of every interaction in our organization, from our patients & families to our staff, physicians and volunteers. We believe in exemplary PEOPLE experiences always!

At Halton Healthcare you will thrive in a healthcare culture and environment that embraces inclusion, high performance and flexibility with 'exemplary patient care, always' at the heart of everything we do.

We empower our people to be the very best they can be so they can make a difference for our patients and the communities we serve.

Halton Healthcare takes great pride in providing quality, compassionate healthcare services to our rapidly growing communities. As a progressive and vibrant healthcare organization, we are committed to being an innovative centre of excellence in community hospital care in the Halton and Peel Regions.

The Mental Health Program

The Mental Health Program delivers mental health and addictions care to individuals across their lifespan through a continuum of services that extend across seven (7) physical sites, as well into patient's homes, schools, and community agencies. With a mandate for regional service delivery, the Program serves residents from both Halton and Mississauga. Physical sites include Halton Healthcare's three (3) hospitals and community satellite clinics located in Oakville, Milton, Georgetown, and Acton.

The Program is comprised of approximately 200 full-time equivalent staff and 27 affiliated psychiatrists working across 23 different teams/clinics. Service areas include Emergency Mental Health Services, Acute Inpatient Services, and Outpatient Services

The Program provides system- wide leadership through operational leadership of regional outpatient services, including centralized system access (one-Link), early psychosis intervention (Phoenix Early Intervention in Psychosis Collaboration) and eating disorders (Central West Eating Disorders Collaboration). With over 22 documented partnerships, there is a tradition of collaboration to deliver integrated care and support multi-sector planning initiatives.

Position Profile:

The Program Director, Mental Health, will report to the Chief Operating Officer of the Oakville Trafalgar Memorial Hospital (OTMH) site and will lead and grow a Mental Health Program encompassing both inpatient and outpatient services across all three (3) hospital locations as well as offsite clinics. This role is responsible for the administrative leadership, operational planning, quality, workforce and financial planning for all elements within the Program.

You will set a collaborative tone as you coordinate the talents of a highly committed and skilled team of inter-professional hospital staff. Working in collaboration with physician leaders you will elicit input from key stakeholders, including patients, families and community partners, in identifying clinical program planning priorities. Your focus on quality improvement and the vision of the organization to transform the community hospital experience and deliver exemplary patient experiences always will guide the refinement of service delivery models tailored to the current and emerging needs of patients within the clinic.

Leading a dedicated multi-disciplinary team, the Director will manage a budget of approximately \$13M and ensure the delivery of several initiatives designed to yield high quality care for patients and their families.

Working co-operatively with physicians, healthcare professionals, community partners and the Mississauga Halton LHIN, the Director will build on the current successes of the Program, developing the staff and clinical leaders, setting client-centric goals and giving them clarity of purpose as the Program continues to evolve, and exceed standards of care/practice.

The Program Director, Mental Health currently serves as the Co-Chair of the Mental Health and Addictions work stream for the Connected Care Halton Ontario Health Team.

Candidate Profile:

We endeavor to hire individuals who exemplify our Vision, TO CARE and Values of Accountability, Compassion and Respect.

- Master's Degree in Business, Healthcare Administration, Nursing or equivalent
- Current registration with the College of Nurses of Ontario, other Health Regulatory Professional College preferred
- Minimum of 7 years of clinical and administrative experience in a leadership position in an acute care setting
- Experience in Mental Health sector preferred
- Demonstrated ability to think and plan strategically
- Demonstrated interpersonal skills and ability to work effectively with others and to form productive partnerships
- Demonstrated ability to achieve goals and objectives within specified time frames
- Excellent conflict resolution and relationship building skills
- Excellent communication (verbal and written) and presentation skills
- Excellent business management, program planning, human resources management, analytical and budgeting skills
- Ability to work effectively in a dynamic, fast-paced environment and to effectively manage change
- Demonstrated decision-maker, problem solver, negotiator, and consensus builder

- Excellent organizational and prioritization skills and ability
- Demonstrated process management skills
- Demonstrated ability to mentor others
- Demonstrated commitment to personal development
- Proficiency with Microsoft Office applications including Outlook, Word, Excel and PowerPoint

If you are committed to excellence, quality care and the patient experience, we would like to hear from you. Please submit your application via our website at www.haltonhealthcare.com directly to this posting and include a current copy of your resume.

We thank all those who apply but only those individuals selected for further consideration will be contacted.

In accordance with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code, Halton Healthcare will provide accommodations throughout the recruitment and selection process. If you require an accommodation, we will work with you to meet your accommodation needs to ensure your equal participation.

In accordance with Directive #6, Halton Healthcare has implemented a COVID-19 Vaccination and Management Policy. All new hires must be fully compliant with our Policy as a condition of employment with Halton Healthcare. Successful applicants will be required to provide proof of vaccination or proof of a documented medical exemption as part of the hiring process.

All personal information is collected under the authority of the Freedom of Information and Protection of Privacy Act.

Halton Healthcare is a smoke free facility in and around all three sites. Smoking is not permitted on hospital properties. We thank everyone who works at or visits our hospitals for respecting this healthy initiative. We are also a scent-free environment for all employees and visitors to accommodate individuals' health concerns arising from exposure to scented products. We ask for everyone's cooperation in our efforts to accommodate health concerns.