



## **CLINICAL MANAGER**

<b>DEPARTMENT:</b>	<b>ACUTE CARE/EMERGENCY, HALIBURTON</b>
<b>REPORTS TO:</b>	<b>VP CLINICAL &amp; COMMUNITY PROGRAMS, CNE</b>
<b>STATUS:</b>	<b>PERMANENT FULL TIME</b>
<b>SHIFT:</b>	<b>DAY SHIFT</b>
<b>COMPENSATION:</b>	<b>COMMENSURATE WITH EXPERIENCE</b>
<b>UNION:</b>	<b>NON-UNION</b>
<b>AVAILABLE TO:</b>	<b>INTERNAL AND EXTERNAL CANDIDATES</b>
<b>DATE POSTED:</b>	<b>OCTOBER 24,2023</b>

### **POSITION DESCRIPTION:**

Haliburton Highlands Health Services (HHHS) provides hospital, community, and long-term care services to the residents of Haliburton County. HHHS has an exciting opportunity for a Clinical Manager to lead our 15 bed Acute and Emergency Nursing programs. Reporting to the Chief Nursing Executive, the Clinical Manager will be accountable for a team of approximately 50 and will partner with stakeholders inside and outside of the organization to deliver high-quality, patient focused health services in alignment with the HHHS values.

### **RESPONSIBILITIES:**

- Provide effective, efficient and safe patient services through human, financial, and environmental resource management.
- Support a model of patient centered care that is based on best practice, program and corporate standards, and continuous quality improvement. Implement innovative solutions in alignment with HHHS strategic priorities. Ensure organizational compliance with appropriate legislation and standards.
- Build a professional practice climate and facilitates an interdisciplinary approach to patient care.
- Collaborate with internal and external stakeholders and community partners to plan, implement and monitor delivery of patient and family centered programs and services.
- Provide leadership in advancing the goals and objectives within the organization and supports the program and organization's strategic priorities.
- Coach and mentor staff, creating an empowering, learning-focused and change-adaptable work environment.
- Manage all aspects of employee relations including recruitment, retention, attendance and performance management in collaboration with Human Resources and Labour Relations.

### **REQUIRMENTS:**

- Current registration with the College of Nurses of Ontario.
- Baccalaureate Degree in Nursing required.
- Minimum of five years relevant clinical experience, including demonstrated experience providing high-quality patient care and generating exceptional patient / family outcomes.
- Three years demonstrated leadership experience in an acute care setting. Able to align day-to-day activities with the organization's values and strategic goals.
- Experience in effective critical thinking, decision making and problem-solving skills within a fast paced, complex and continually changing environment.
- Experience in leading change, building high functioning teams and effective working relationships.
- Skills in strategic planning, project management, and effective resource management and utilization.
- Knowledge and understanding of the healthcare system, including: quality improvement, managerial accountabilities, workflows and processes, and Accreditation standards in the hospital context.
- Excellent attendance and discipline free record required.

### **SUBMIT APPLICATION AND RESUME TO:**

**Human Resources  
Haliburton Highlands Health Services  
Box 115, Haliburton, ON K0M 1S0  
E-mail: [hr@hhhs.ca](mailto:hr@hhhs.ca)  
Fax: 705-457-4609**

### **PLEASE QUOTE JOB NUMBER:**

**2023-101**

### **DEADLINE:**

**November 1, 2023 @1600 Hours**

Haliburton Highlands Health Services thanks all applicants, however, only those selected for an interview will be contacted. If you are contacted by HHHS regarding a job opportunity or testing, please advise if you require accommodation. Information received relating to accommodation needs of applicants will be addressed confidentially.