



DIRECTOR OF RESIDENT CARE

Permanent, Full-Time

ABOUT US:

Saint Vincent's Nursing Home is a dynamic accredited 148-bed long-term care facility located in the heart of Halifax. Our employees pride themselves on providing Resident and Family Centred Care in a warm, compassionate, and safe environment. We work together to create a quality of life and support each other by recognizing individual physical, social, emotional, cultural, and spiritual needs. Through various shared service agreements, we collaborate with other nursing homes that share a similar vision, mission, and values to build capacity and maximize resources.

ABOUT THE ROLE:

We have an immediate opening for a permanent full-time **Director of Resident Care** to join our team of professional and qualified leaders. Reporting to the Chief Executive Officer, and as a member of the senior leadership team, the director is responsible for the overall strategy, planning, and implementation of the Resident Care Department mandate consisting of nursing and therapeutic services.

Key Responsibilities:

1. Provides leadership in the overall strategy, planning, and implementation of the Resident Care Department goals to achieve the organizational strategic priorities and foster a proactive safety culture.
2. Develops, implements, and evaluates resident care policies based on best and current practices that are in line with the SLTC requirements and standards for long-term care facilities. Maintains and ensures compliance with accreditation, licensing, and legislated standards for care-related services.
3. Advises the CEO and senior leadership team on issues related to resident care to ensure that the plans and services contribute to the facility vision, sustaining our values and in alignment with the mission and strategic plan of the organization.
4. Demonstrates strong leadership through proactive planning, coaching for success, being a mentor and guide, appropriately delegating authority, accountability, and effectively communicating strategic and operational information.
5. Supports financial and strategic planning and manages the resident care budget.
6. Participates in labour relations activities.

ABOUT YOU:

1. Graduate of an accredited nursing program.
2. Current RN license to practice in NS or willingness to obtain same prior to employment.
3. Graduate degree in Nursing or Health Services Administration an asset.
4. At least five years' experience in management (senior management level preferred).
5. Long Term Care experience preferred.
6. Experience in program/policy analysis.

7. Demonstrated ability to develop strong relationships with residents, families, and external stakeholders.
8. Demonstrated knowledge in information management/evidence-based care.
9. Demonstrated success in change management and leading teams.
10. Demonstrated problem-solving ability in decision-making, managing issues, concerns, and negotiations, using sound judgment within a complex work environment.

ABOUT OUR OFFER:

Saint Vincent's offers a competitive compensation and benefits package, including but not limited to:

- Medical, vision and dental plan
- Pension through NSHEPP
- Group life and long-term disability
- Free parking
- Flexible scheduling
- Generous vacation and holiday allocation
- Continuing Education Support

SAINT VINCENT'S DIVERSITY STATEMENT:

We encourage qualified candidates from Aboriginal persons, women, racially visible minorities/newcomers to Canada, persons with disabilities, and members of the 2SLGBTQ+ community to self-identify by writing in the cover letter attached to the resume. Saint Vincent's is committed to building, promoting, and embracing an inclusive and anti-racism environment to provide equal opportunity to all our residents, family, employees, vendors, volunteers, and future employees. Our core belief is that every voice matters and everyone can thrive regardless of race, age, gender, sexual orientation, faith and belief, or disability. We are doing our best to eliminate systemic barriers and reform societal bias. We strive to be an agent of change to achieve a welcoming culture where everyone feels safe, comfortable, respected, and valued. We take responsibility to implement fair treatment within our organization when it comes to our hiring process, employee retention, benefits and even extending our equality of service to our residents.

HOW TO APPLY

Quoting competition number **DRC-1** apply in writing to employment@svnh.ca. **This posting will remain open until a suitable candidate is found.** We would like to thank all applicants for their interest; however, only those selected for an interview will be contacted.

Please be aware that Saint Vincent's Nursing Home is a pet-friendly environment.