Site: Port Hawkesbury Nursing Home

Director of Facility and Resident Care

Port Hawkesbury Nursing Home is a 66-bed long Term care Facility located in the Town of Port Hawkesbury. Owned and operated by MacLeod Group Health Services. MacLeod Group is one of the largest owner/operators of Nursing Homes, Assisted and Retirement Living Communities in Nova Scotia. MacLeod Group owns and operates facilities in Nova Scotia and Prince Edward Island.

This Facility is located on the world renown Cape Breton Island in Nova Scotia, Canada. Famous for the Cabot Trail and known as the #1 Island to visit in North America, Cape Breton Island is a treasure in itself. The beauty of Nova Scotia is that you can enjoy the entire majestic coastline and still be close enough to a city center to enjoy city living as well.

MacLeod Group is currently looking for a Registered Nurse to join our Management team in the role as <u>*Director of Facility and Resident Care.*</u>

Job Summary

Reporting to the General Manager of Resident Care, the Director of Facility and Resident Care is the on-site leader within the home and is accountable to the ensure the delivery of quality care to our Residents and overall operations within the Nursing Department. The Director must possess the ability to be adaptable and flexible in an ever-changing environment. It is essential that the Director is able to organize and prioritize work assignments using innovative thinking and sound judgment to achieve results with a strong adherence to the MGHSL model of Care.

Key Functions

- Senior onsite leader within the home
- Build and maintain sustainable relationships with staff, management, Residents and Families, volunteers, the community, external stakeholders and service providers
- Implement MGHSL model of care
- Manage Nursing department within budget and productivity goals
- Direct and complete the preparation of periodic reports and submit within established timeframes
- Establish a system of controls and enforce checks and balances to minimize risk to Resident care and enhance efficiencies within the Nursing department.
- Assume responsibility for direct Resident care and promote inter-disciplinary Resident care planning and education, taking into consideration individual Resident needs
- Ensure staffing meets Resident care needs in a fiscally responsible manner
- Address Nursing employee's concerns by maintaining pro-active and responsive employee relations in order to achieve a high rate of employee satisfaction and performance
- Develop and maintain documentation as per legislation, policies and regulatory requirements
- Demonstrate leadership in support of department needs and serve as a clinical resource.
- Collaborate with employees, contract services and medical Director from each department to ensure smooth and efficient Resident care
- Ensure Nursing Staff development, orientation and training is planned and organized to promote ongoing learning and meet legislation, policy requirements and promote quality care
- Ensure Nursing performance reviews are conducted objectively and constructively as scheduled
- Promotes individual and organizational integrity by exhibiting ethical behavior to maintain high standards for the organization

Qualifications and Certifications

- Current registration with the CRNNS or Willingness to obtain
- Registered Nurse, BScN preferred

- 2 years Clinical Management or similar, experience preferred
- Demonstrated Leadership Skills
- Excellent communication and conflict resolution skills
- Demonstrated Flexibility and Versatility in a leadership role
- Familiar with Long Term Care Operational Standards
- Familiar with scope of practice for RNs. LPNs and CCA's in NS

We offer:
- Comprehensive Management benefits package which includes, medical, dental, short term and long term disability
- Nova Scotia Health Employers Pension Plan (NSHEPP)
- Competitive Salary
- Supportive Work environment
- Eligibility for the Federal Student Loan forgiveness program which pays $5000 per year up to $20,000

Please submit resume to:
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