



JOB POSTING

Casey House is a unique clinical and health environment for HIV+ individuals. Founded in 1988, Casey House is a 14-bed sub-acute specialty hospital with an active day health program, including in-house, community and outreach services, regulated under the Public Hospitals Act. The inpatient unit moved into a state of the art facility in 2017 and is committed to providing compassionate quality care by an extensive inter-professional team including physicians, nursing, social work, complementary therapies, with consulting infectious disease expertise, psychiatry, community care management, dietary, occupational and physical therapy.

We are currently seeking an experienced clinical leader to lead our inpatient program. If you have a passion and interest in joining an organization focused on supporting people with complex medical and psycho-social needs, and enjoy leading in a dynamic environment, consider this opportunity to make a difference in the lives of our clients.

Position: Clinical Leader, Inpatient
Reports to: Chief Nursing Executive and Director of Clinical Programs
Hours: 37.5 hours, Monday to Friday (after-hours on-call supervisory responsibilities as required)
Status: Permanent full-time, Management level

POSITION OVERVIEW:

As the clinical leader, inpatient, you will be a leader of quality client care through your abilities as an advanced clinical practitioner, leader and consultant. You will provide professional practice leadership to an inter-professional team of clinicians delivering sub-acute health care. The successful candidate will enable and enhance the delivery of clinical services to clients with complex medical, mental health and substance use presentations with a focus on engagement, access to health care, relationship building, and maximizing clinical interventions and treatment efficacy. Working within an active harm reduction approach and anti-oppressive framework, you will lead a responsive, evidence based, accountable team, with a commitment to compassionate, exceptional quality care.

RESPONSIBILITIES:

- Enhance and evolve the inpatient team and program to meet the clients' complex clinical, mental health and substance use issues.
- Develop objectives, structures and supports that enable clinicians to maximize their clinical effectiveness and scope of practice, and deliver tailored evidence-informed clinical interventions.
- Provide clinical consultation and supervision to inpatient staff on individual interventions, workflow, and operational considerations.
- Establish best practices for clinical service delivery communication and documentation.
- Identify and address opportunities to improve clinical care and staff performance by motivating change, promoting performance enhancement and



- management activities, identifying and leading quality initiatives and providing feedback.
- Champion professional ethics and values, integrating organizational values and mission.
- Explore and create opportunities for admissions, discharges and transitional supports and services.
- Creative problem solving and dispute resolution to promote optimal client outcomes within a diverse inter-professional team.
- Promote an environment that creates a climate of continuous quality improvement.
- Enable and promote research, program evaluation and emerging clinical initiatives.
- Participate in internal and external committees.

EDUCATION AND EXPERIENCE:

- Master's degree in nursing.
- Registration in good standing with the College of Nurses.
- Minimum 5 years leadership experience with proven ability in inter-professional service delivery; inpatient experience an asset.
- Extensive skills in leading an inter-professional team of clinicians.
- Established track record of establishing standards of practice and enabling clinicians to work to full scope of evidence based practice.
- Minimum 5 years clinical experience involving medically complex clients with mental health and substance use issues.
- Extensive knowledge of best/informed practices for the care and treatment of complex medical and co-morbid conditions, mental health and substance use issues, and proven ability to integrate this knowledge into client-focused clinical care settings within an inter-professional clinical environment.
- Proven experience in building a collaborative team across disciplines, which works to achieve optimal performance, communication and feedback mechanisms within a climate of professional growth and development.
- Excellent communication skills with a variety of individuals, groups and organizational stakeholders.
- Clinical practice experience from an anti-oppression framework, which not only considers issues of power, but also actively works from a social justice perspective to identify, intervene with and address social inequities, with particular emphasis on the social determinates of health.
- Active professional practice activities and memberships.
- Bilingualism (Fr/En) or proficiency in a second language considered an asset.

At Casey House, we are committed to fostering an inclusive and accessible environment. We are dedicated to building a workforce that reflects the diversity of the community in which we live and serve, including those living with HIV/AIDS. Casey House is committed to providing accommodation in all parts of the hiring process. If you require an accommodation, we will work with you to meet your needs. **Email your cover letter, outlining your expertise, together with an updated resume, to careers@caseyhouse.ca with *Clinical Leader, Inpatient* in the subject line.**

POSTED DATE: April 9, 2019

CLOSING DATE: April 29, 2019