



Director of Care – Permanent Full Time Slovenian Linden Foundation o/a Dom Lipa

Organization Background:

Dom Lipa, owned and operated by Slovenian Linden Foundation, is seeking applications from qualified registered nurses for the position of Director of Care. Dom Lipa opened in 1985 and is a not-for-profit long-term care and retirement home with 66 LTC beds and 30 retirement units, located in Etobicoke. Dom Lipa maintains a good reputation in the community for its service and care and has extensive wait list. As an independent not-for-profit home, Dom Lipa invests the lion share of resources into the frontline teams that support our residents and their needs. Our independence affords us the opportunity to be innovative in our approach and we take great pride in our person-centered care. Make a difference by joining our distinctive and caring family of employees and residents.

Position Summary:

Reporting to the Executive Director, the Director of Care is responsible for the provision, coordination and supervision of all clinical services and the coordination of an interdisciplinary team. Understanding the function of the Home, as a whole is imperative. Leads, organizes and manages resident care services to ensure an outstanding level of resident care is maintained and enhanced. Working with a strong Clinical Leadership Team, the Director of Care needs to be able to coordinate and support the effective and efficient running of the Home.

Qualifications:

- Bachelor of Science – Nursing or equivalent, Registered Nurse with the College of Nurses of Ontario
- Knowledge of nursing clinical care and gerontology with supervisory experience, preferably in a Long-Term Care home, to provide clinical leadership and professional guidance for professional and unregulated professional staff.
- Extensive knowledge and understanding of all legislation governing medical and nursing care including Long Term Care Homes Act & Regulations, College of Nurses Professional Standards, collective bargaining, Public Health Act, Employment Standards, Fire Code, Mental Health Act, Consent To Treatment Act, Personal Health Information Protection Act, Substitute Decision Act, Human Rights Act, Occupational Health and Safety Act, WSIB Act, Narcotics Act, Ontario Drug Benefit Act.
- Excellent interpersonal skills, verbal and written communication

- Strong critical thinking, problem solving, conflict resolution skills, risk management, flexible, team-player, able to build and maintain positive working relationships
- Demonstrated working knowledge of RAI-MDS, PointClickCare, Microsoft Office Suite
- Provide vaccination records or proof of immunity against measles, mumps rubella and varicella (chicken pox) as well as Covid 19.
- Provide documentation of the Tuberculosis skin testing
- Criminal Records Check with Vulnerable Sector Screening that is less than six (6) months old at time of hire.

Responsibilities:

- Effectively directs all nursing operations in the Home, ensuring the efficient utilization of the Nursing Departments human, physical and financial resources while meeting or exceeding the quality care standards.
- Directs the development and implementation of sound resident care plans and programs.
- Ensures the effective utilization of all Nursing personnel by continuously monitoring he performance of the individual Home areas and implementing such procedural and operational changes as may be required to improve efficiency and the level of nursing care.
- Responsible for the selection, sound training and development of all Nursing Departments personnel and ensures the effective development of all supervisory level personnel through the provision of sound objectives, guidance, training, and the appropriate delegation of responsibility and authority.
- Maintains a close working relationship with the other Services within the Home in order to facilitate effective coordination in the delivery of quality resident care.
- Consults with Medical Director on resident care and professional matters, as required.
- Maintains active and positive innovative services to meet identified resident care needs.
- Ensures that the provisions of the Long Term Care Homes Act, 2007 and Retirement Homes Act, 2010, Standard of the College of Nurse, WSIB, as they relate to the Nursing Department, are complied with as part of the Continuous Quality Improvement program.
- Develops and recommends the annual budget for the Nursing Department, ensuring that all budge recommendations are consistent with the requirements of meeting quality care standards and demonstrates optimum cost-benefit relationships.
- Ensures the efficient utilization of the Nursing Departments budgeted funds and effectively controls the Departments expenditures, ensuring that approved budgets are not exceeded.
- Responsible for recruiting, employing and releasing of all nursing personnel.
- Provides job specifications and job descriptions for all nursing personnel.
- Develops personnel policies in conjunction with the Executive Director.
- Knows and interprets home policies, procedures and practices and communicates these to the staff.
- Assigns duties to registered nurses, registered practical nurses and non-registered nursing personnel.
- Ensures control and safe-keeping of drugs and narcotics.
- Participates in organizing fire drills and safety measures for all nursing personnel.
- Ensures the maintenance of medical and nursing records.
- Ensures that the dietary department is meeting nutritional needs of the residents.
- Participates and acts as Chair on various Committees, Infection Control Professional Advisory Committee, Occupational Health and Safety Committee, Continuous Quality Care Committee, etc.

- Promotes reactivation programs for the resident.
- Ensure availability and maintenance of supplies and equipment.
- Ensures that adequate standards of cleanliness are maintained.
- Assist with research related to nursing practice.
- Performs other related duties as required.

Salary:

- Competitive compensation, pension and benefits package.

To Apply:

Interested candidates should forward their resume in confidence to

Jolanta Linde, Executive Director

E: j.linde@domlipa.ca

Accessibility accommodations available upon request to ensure support throughout the recruitment process, employee onboarding and employment experience. Please do not hesitate to ask should you require any accommodations.

We thank all applicants for their interest. Please note that only candidates whose qualifications and experience match the required skills for the position will be selected and contacted for an interview.