



Nurse Manager: King Hemodialysis and Independent Therapies

Posting #: **20174**

Full/Part Time: **Full Time**

Reg/Temp/Casual: **Regular**

Union: **Non-Union**

Hours of Work: **Monday to Friday; days**

Location: **King Campus, Hamilton**

Open Date: **11/01/22**

Closing Date: **18/01/22**

POSITION SUMMARY:

The St. Joseph's King Campus Hemodialysis Unit is a 33-station unit providing outpatient hemodialysis care 7 days per week. This unit also includes a transitional care area with focused nursing and therapeutic support services to help facility entry in to the home hemodialysis or peritoneal dialysis programs for those interested and eligible for a home dialysis therapy. The Independent Therapies Programs consist of Home Hemodialysis and Peritoneal Dialysis nurses who train and support patients or caregivers to perform dialysis in their homes, both independently or assisted.

Reporting to the Clinical Director of the Kidney Urinary Program, King Hemodialysis and Independent Therapies Nurse Manager is a member of the management team that is responsible for the coordination and direction and program development of the Department as well as the human and fiscal resources. The Nurse Manager collaborates with the Program Director, Clinical Director, Educator, Director of Nursing Practice and other interdisciplinary healthcare team members to ensure that effective, efficient quality patient care services are delivered as informed by evidence-based best practice guidelines. The Nurse Manager is an active participant and leader in the development and implementation of provincial, regional, and local initiatives. The Nurse Manager is accountable for planning, implementing, and integrating plans that are in alignment with the department, Ontario Health- Ontario Renal Network, and within the mission, vision, and philosophy of the organization and SJHH nursing. The Nurse Manager is responsible to ensure that the nurses within the clinical area operate within their professional scope of practice as defined by their regulatory body, the College of Nurses of Ontario, and consults with the Director of Nursing Practice accordingly. The Nurse Manager is responsible to ensure that all staff meet and provide quality patient care and safe patient care and service. The Nurse

Manager plays a key role in providing opportunities for the professional development of all staff.

QUALIFICATIONS:

- Registration with the College of Nurses of Ontario
- Undergraduate Degree required
- Master's Degree preferred
- Advanced knowledge of nursing and management principles
- Cultural Safety training an asset
- Minimum 2 years of recent successful clinical and management leadership preferably in Hemodialysis, Nephrology, or Transplant
- Demonstrated evidence of effective critical thinking, problem solving, innovative solutions and challenging accomplishments
- Excellent organizational and interpersonal skills
- Demonstrated ability to facilitate the successful achievement of outcomes
- Excellent team building skills
- Experience managing fiscal resources with the allocated budget

RESPONSIBILITIES:

- Articulates the performance expectations of all interdisciplinary staff assigned to the units
- Fosters effective employee and labour relations through knowledgeable interpretation and implementation of hospital policies and collective agreements
- Engage staff in opportunities for professional development including leadership and membership on professional committees and facilitating and providing support to all staff ie. PCUCs, RPNs, RNs, technical staff
- Develops, implements, and manages short and long-term strategic priorities
- Acts as a coach, mentor, and role model to team members and provides leadership to all staff by providing an environment where shared governance, empowerment and respect for diversity can grow.
- Identify and assist in team and individual educational needs
- Develops and implements appropriate orientation programs for new staff in collaboration with educator
- Assigns, supervises and leads appropriate activities of all staff and volunteers
- Directs nursing practice and processes to ensure excellence in patient care delivery in accordance with Ministry of Health and CCHSA standards
- Reviews and revises policies and procedures that will ensure excellent delivery of service
- Leads staff in problem solving and decision-making by ensuring administrative policies and procedures are followed
- Develops and fosters an environment of open communication for interdisciplinary team, patients and families
- Examines clinical practice variations related to improvement opportunities, perform monthly review of financial reports to identify variances and create action plans to address variances
- Explore and identify opportunities for efficiencies and create and business plans accordingly
- Engage staff in financial review and responsibilities processes and foster an environment

that is solution oriented

- Collaboratively ensures the development and use of appropriate resources and supplies, while continuously measuring and evaluating processes and outcomes
- Responsible for the coordination of capital and non-capital purchase requests for the department
- Maintains confidentiality at all times and ensures the release of information is in accordance with hospital policies
- Assumes a leadership role within the region and province
- Initiates and leads change effectively within the organization and program

[Click Here to Apply!](#)