



NURSING SUPERVISOR
LAVRENDRYE GENERAL HOSPITAL
Riverside Health Care – Fort Frances, Ontario

Status: Full-Time Permanent
Job Reference No: 61-2020
Department: Nursing

Riverside Health Care is a fully accredited multi-site, multi-faceted health care system providing service to the Rainy River District in spectacular Northwestern Ontario. Our health care sites across the District serve a catchment area of over 20,000 residents in 15,500 square kilometers.

The Nursing Supervisor ensures that hospital goals and objectives are met while creating an environment that supports the mission, vision, and values of the hospital and health centres as well as ensures the creation of an environment for innovation and excellence in resident and patient-focused care. As an integral member of the multidisciplinary health care team, principal responsibilities include: performing management responsibilities to ensure the delivery of patient care services to established standards; participating through the patient care management committee process, in strategic planning, assessment, implementation and evaluation of the overall patient care services and promoting professional, personal development and educational activities. As an essential member of the management team, the Nursing Supervisor also functions as a leader ensuring the smooth functioning of the hospital and health centres on evenings, nights and weekends. Responsible for planning, developing, facilitating, coordinating and evaluating educational opportunities for nursing staff, including orientation and skills development in new technology, medications, and procedures for a broad range of practice competencies and medical directives based on patient population. Educational resource for nursing staff and other members of the health care team in supporting the development of policies and procedures that promote evidence based practice, professional, personal development and educational activities. As an essential member of the management team, the Nursing Supervisor also functions as a leader ensuring the smooth functioning of the hospital and health centres on evenings, nights and weekends.

Required:

- Completion of a baccalaureate degree program in Nursing or recognized equivalent;
- Current BCLS, ACLS, TNCC, CTAS, NRP certificates/training required;
- Minimum of three (3) years of active nursing practice required;
- Current certificate of competence from the College of Nurses of Ontario as a Registered Nurse;
- Effective time management and organizational skills with the ability to organize work and set priorities for self and others;

- Demonstrated critical thinking and problem solving abilities based upon a broad general knowledge of the hospital & health centres;
- Knowledge of professional standards and Quality Assurance Guidelines (CNO);
- Knowledge of legislation provision i.e. Employment Standards act, Substitutes Decision Act, Human Rights legislation, Public Hospitals Act, RHPA, etc. which impact on work performed;
- Knowledge of team dynamics with the ability to work effectively as a team leader and team member;
- Demonstrated teaching and leadership ability;
- Knowledge of relevant collective agreements;
- Demonstrated ability to apply critical thinking skills, make appropriate decisions and exercise sound judgment;
- Demonstrated commitment to continuing education;
- Ability to work independently and function effectively in a constantly changing work environment;
- Possess general working knowledge of computers and proficient key-boarding skills;
- Committed to keep current with changing technology;
- Ability to be flexible and adapt to change quickly and effectively;
- Ability to use considerable initiative;
- Demonstrated strong written and verbal communication skills;
- Demonstrated strong interpersonal skill with the ability to function effectively independently, within a team, with front line personnel, and management;
- Demonstrated ability to function effectively in a fast paced healthcare environment with excellent organizational and time management skills with the ability to multitask and prioritize workload;
- Dependable with a verifiable acceptable attendance record;
- Record of performance acceptable to the Employer;
- Proven ability to perform the essential duties of the position on a regular basis.

Preferred:

- Two (2) years progressive administrative experience in a nursing setting;
- Leadership education; preferred;
- Experience working in a unionized environment;
- Critical care experience, either through an ER or ICU setting;
- Membership in Registered Nurses Association of Ontario;
- Familiarity with cultural groups in catchment area is an asset.

Interested candidates are invited to confidentially explore this opportunity or submit their resume and cover letter to: Human.Resources@rhcf.on.ca

Riverside Health Care Facilities is committed to ensuring that all employment practices are inclusive. As an organization we are committed to providing and arranging accommodation for candidates upon request.