



# Indigenous.Link

Canada's fastest growing Indigenous career portal, Careers.Indigenous.Link is pleased to introduce a new approach to job searching for Indigenous Job Seekers of Canada. Careers.Indigenous.Link brings simplicity, value, and functionality to the world of Canadian online job boards.

Through our partnership with Indigenous.Links Diversity Recruitment Program, we post jobs for Canada's largest corporations and government departments. With our vertical job search engine technology, Indigenous Job Seekers can search thousands of Indigenous-specific jobs in just about every industry, city, province and postal code.

Careers.Indigenous.Link offers the hottest job listings from some of the nation's top employers, and we will continue to add services and enhance functionality ensuring a more effective job search. For example, during a search, job seekers have the ability to roll over any job listing and read a brief description of the position to determine if the job is exactly what they're searching for. This practical feature allows job seekers to only research jobs relevant to their search. By including elements like this, Careers.Indigenous.Link can help reduce the time it takes to find and apply for the best, available jobs.

The team behind Indigenous.Link is dedicated to connecting Indigenous Peoples of Canada with great jobs along with the most time and cost-effective, career-advancing resources. It is our mission to develop and maintain a website where people can go to work!

Contact us to find out more about how to become a Site Sponsor.

Corporate Headquarters:

Toll Free Phone: (866) 225-9067

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# Job Board Posting



Careers.Indigenous.Link

Date Printed: 2024/07/27

## Director, Clinical Operations

<b>Job ID</b>	<b>B3-C5-E4-6D-EE-7F</b>	
<b>Web Address</b>	<a href="https://careers.indigenous.link/viewjob?jobname=B3-C5-E4-6D-EE-7F">https://careers.indigenous.link/viewjob?jobname=B3-C5-E4-6D-EE-7F</a>	
<b>Company</b>	Canuck Place Children's Hospice	
<b>Location</b>	Abbotsford, British Columbia	
<b>Date Posted</b>	From: 2024-07-02	To: 2024-12-29
<b>Job</b>	Type: Full-time	Category: Health Care
<b>Languages</b>	English	

### Description

Director, Clinical Operations - Dave Lede House

Location: Abbotsford location

Reporting to: Senior Leadership Team

Job status: Temporary Full-time 1.0 FTE (75 hours bi-weekly)

Compensation: \$106,026 - \$125,906 in alignment of range 9 of the Health Employers Association of BC non-contract salary schedule

We want our staff to "thrive" not just survive, so Canuck Place is committed to living our values of care exceeding not just minimum wage but living wage in B.C. This means that regardless of role our entry level salary is a minimum of \$25.64 per hour equivalent to \$50,000 full-time annually.

#### ABOUT US

Canuck Place Children's Hospice (CPCH) is British Columbia's recognized pediatric palliative care provider. For over two decades, through the many programs and services we provide, we have made a significant difference in the lives of children with life-threatening illnesses and the families who love them. Be part of a talented and innovative team that takes pride in supporting and providing the highest quality pediatric palliative care.

It is the expectation for all roles across the organization to know the organization's philosophy of pediatric palliative care and uphold a commitment to further ones knowledge. Our philosophy of pediatric palliative care is as follows: Pediatric palliative care improves quality of life, promotes comfort, and reduces suffering for children with life-threatening conditions (serious illness) and their families through a holistic approach addressing; physical, emotional, social and spiritual needs. It is collaborative person & family-centered care delivered using a team-based approach throughout the continuum of care across all ages and stages of illness, including bereavement. It values choice and honest and compassionate communication.

At Canuck Place we understand that uniqueness is powerful. We hold each other accountable for an inclusive environment where employees feel empowered to share their experiences and ideas and know that they belong. We believe diversity drives innovation and the best pediatric palliative care for children and their families therefore we welcome that every person brings an individual perspective and experience to advance our mission. We have more work to do to advance diversity and inclusion and we are building a culture where difference is valued. We have a commitment to inclusion across gender identity or expression, sexual orientation, religion, ethnicity, age, neurodiversity and disability status, to ensure our team members are empowered to bring their full, authentic selves to work. All staff are encouraged to contribute their perspective and lived experience through our internal employee groups such as Care 4 the Caregiver, Culture, DEIB (Diversity, Equity, Inclusion & Belonging), Green Team, Truth and Reconciliation and Wellness Committees.

#### WHY SHOULD YOU CHOOSE TO WORK HERE

Canuck Place careers are full of connection, community, and care. We aim to nurture a supportive culture rooted in compassion, collaboration and support while providing expert care to children and families. Our team includes individuals with a special blend of sensitivity, compassion, and appreciation for life. Canuck Place is where no moment is missed. A place where you can make a difference.

We offer competitive compensation and a benefits package focusing on wellness and self-care that includes:

- 20 days' vacation (pro-rated to your full-time equivalency) to start with ongoing annual anniversary increases up to an organizational maximum of 45 days
- Up to two paid mandatory wellness days a year
- Generous paid leave including compassionate and special leave when you need it
- 100% employer paid benefits package from your first day which includes extended health and dental and \$1,500 annually for counselling
- Health and Wellness Spending account that provides up to \$1,000 annually to ensure you can focus on the benefits that are important to you and your family
- Flexible working options
- Free meals on-site at the hospices
- Continuous paid training and development opportunities so everyone has the opportunity to learn new skills and grow
- Ongoing parental support including top up for maternity and parental leave and paid leave for new grandparents

#### YOUR ROLE

Reporting to the senior leadership team, the Director, Clinical Operations (Dave Lede House), provides leadership and management of clinical program services provided at Dave Lede House.

The Director develops strategies and operational plans that effectively support the delivery of patient care services. The Director works in partnership with other program and department managers and directors to facilitate an environment of evidence-based care, culturally aware practices, and safety for all those who receive care, work or volunteer at Dave Lede House. The Director collaborates with clinical leads across both hospice sites and community to ensure integrated, consistent care across settings.

#### RESPONSIBILITIES

- Oversees the delivery of clinical care for DLH in-patient beds to ensure the provision of culturally safe, anti-racist, trauma-informed patient and family centered, evidence based best practice for children and families.
- Oversees patient and workplace safety by ongoing monitoring of clinical and operational practices and the work environment to minimize risk of harm. Implements appropriate mitigation and improvement strategies.
- Assumes site-wide leadership to promote good interdepartmental collaboration, emergency preparedness, safe work practices and respond to unforeseen events.
- Follows up on deficiencies in patient care services, patient and workplace safety events and patient/family complaints and concerns to promote learning and growth and ensure corrective actions taken when required.
- Ensures adherence to applicable legislation and regulation including facility licensing requirements. Acts as named Licensing Manager.
- Collaborates with other clinical program and inter-departmental leads/managers/directors to facilitate seamless, integrated care and service delivery.
- Advise and make recommendations to the senior leadership team and other Canuck Place leaders regarding trends and opportunities that will help to improve quality and mitigate risk for service delivery, workplace and patient safety, and promote quality pediatric palliative care.
- Engage in consultation at all levels of the organization and with other partners as required, including children and families, to ensure that planned practices are designed to support the maintenance or enhancement of clinical care delivery.
- Provides leadership and support to staff in developing program plans ensuring consistent with organization mandate and strategic direction, in collaboration with other clinical program leads.
- Provides leadership to team members through coaching, guiding, mentoring and modeling. Encourages dialogue and provides guidance and advice to facilitate resolution to work issues.
- Defines an effective workforce plan that ensures the availability of adequate staff with in the context operations demands and environmental and resources constraints.
- Supports clinical leaders for the recruitment, hiring and onboarding of new staff. Assumes responsibility for the recruitment, hiring and onboarding of direct reports.
- In collaboration with clinical nurse leader and/or manager leads and/or supports disability and performance management concerns for direct and indirect reports.
- Provides supervision and direction, including performance assessment and evaluation and facilitation of professional development for designated reports.
- Identifies and manages operating and capital budgets to support in-hospice clinical care.
- Monitors evaluation of existing program and service delivery to ensure effective resource allocation.

- Provides leadership and direction in the identification, selection, evaluation and acquisition of equipment and maintains a preventative maintenance program to provide a safe environment for children, families and staff.
- Ensures continuous improvement and redesign for optimizing resources and achieving high quality safe care.
- Works with program staff to develop, implement, and evaluate clinical service process and outcome measures.
- Promotes staff morale, engagement and empowerment. Demonstrates creative planning for change and innovation.
- Participates in the development, implementation and evaluation of continuous quality improvements.
- Assumes other related responsibilities, as assigned.

#### EDUCATION AND EXPERIENCE

- A level of education, training and experience equivalent to a Master's Degree in Health Leadership, Nursing or related field.
- Ten (10) years of recent related experience in a progressively senior leadership or advanced practice roles.
- Eligible for registration with the relevant professional governing body.

#### QUALIFICATIONS

What you bring to the role:

- Knowledge of pediatric palliative care.
- Proven leadership, managerial, financial management, administrative and organizational, skills.
- Proven ability to negotiate and mediate resolutions to complex situations.
- Demonstrated ability to lead people, manage change, develop strategy and execute on plans.
- Working knowledge of applicable regulations and legislation.
- Demonstrated creative problem solving, decision making and evaluative skills and the ability to provide progressive and innovative approaches to issues.
- Ability to work effectively as a change agent.
- Proven ability to develop partnerships and work diplomatically and persuasively with a variety of partners.
- Ability to communicate effectively both verbally and in writing.
- Ability to organize and prioritize work.
- Demonstrated ability to plan, set, organize and accomplishes objectives.
- Ability to conceptualize, conduct research, analyze, strategize and plan.
- Knowledge and skill to use computer technology and applicable software applications.

You have:

- High integrity; creativity; balance, good judgment and objectivity; high vision and conceptual capabilities; consultative, facilitate and collaborative; sense of humor.
- Excellent time management skills.
- Demonstrates flexibility that allows you to work with high energy, creative people.
- Able to thrive and effectively manage priorities in a changing, ambiguous environment.

Please note:

- Evidence of Health Canada approved vaccinations must be provided prior to your first day of work.
- Flexibility is necessary, as this position may require occasional weekend and evening work and travel within and outside the Lower Mainland.

#### RECRUITMENT PROCESS

We understand that the recruitment process is not a one size fits all, our inclusion values and flexibility extend to your hiring experience. Canuck Place is committed to providing inclusive access and accommodations throughout the application and selection process. We are continuously working to improve our systems, policies, and practices to ensure our employees, in all their diversity, can succeed. Should you require accessibility accommodation through the recruitment process, please let us know and we will work with you to meet your needs.

Canuck Place Children's Hospice hires on the basis of merit and is strongly committed to equality and diversity within its community and to a welcoming and inclusive workplace. We especially welcome applications from Indigenous persons, visible minority group members, persons with disabilities, people of all sexual orientations, genders and gender identities, members of the 2SLGBTQIA+ community.

#### **How to Apply**

Click "Apply Now"

Please submit your cover letter and your resume at <https://www.canuckplace.org/about-us/careers/>. This posting will remain open until filled. We thank all applicants for their interest; however, only those candidates who have been short-listed will be contacted.