



As a fully accredited, progressive health care organization, Geraldton District Hospital is committed to providing high quality services to residents of Greenstone and surrounding First Nations communities.

With 23 acute care beds, 26 long-term care beds, a 24-hour emergency department and a heliport, Geraldton District Hospital provides an array of services, including clinical nutrition, diagnostic imaging, laboratory, outreach chemotherapy, rehabilitation, social work and telemedicine.

For more information about Geraldton District Hospital, visit [www.geraldtondh.com](http://www.geraldtondh.com)

### **Acute/Emergency Nurse Manager (Non Union) Permanent Full-Time**

As a member of the Management team, the Acute/Emergency Nurse Manager is responsible for organizing and directing the work of the Acute Care and Emergency Departments and is responsible for ensuring that effective quality patient family centred care services are provided while complying with established standards and applicable legislations.

#### **Duties Include:**

- Implements programs and services that facilitate the provision of quality patient care. Communicates and facilitates implementation of regulated acts, hospital and departmental policies, procedures, standards and protocols.
- Identifies and promotes quality initiatives for the Acute Care and Emergency departments.
- Provides leadership, direction and guidance to nursing staff.
- Acts as a resource person for clinical questions, determining patient priorities, interdisciplinary plans of action/care and problem-solving regarding difficult situations.
- Addresses all patient/family and team concerns.
- Follows up with departmental incident reports.
- Identifies and promotes Patient and Family Centered Care (PFCC) philosophies.
- Ensure appropriate staffing levels of the unit is within the approved budget.
- Keeps informed of current patient status, facilitates communication between medical staff, nurses, families, other departments and healthcare professionals for continuity of care.
- Responsible for the annual certification of equipment
- Works in conjunction with the Staff Educator in training nursing staff on new equipment.
- Highlights department general education needs and participates in the education of the Nursing staff where applicable.
- Coaches/mentors staff on processes, policies and procedures and processes.
- Evaluates and recommends educational opportunities for staff.
- In conjunction the Staff Educator, supervises and coordinates activities of nursing education programs, as well as orientation and preceptorship for nursing employees, student placements, patient/families and others.
- Conducts the evaluation of new staff and staff performances, providing feedback to the staff including performance appraisals at three (3) months after hire and then yearly.
- Rotating responsibility with the LTC Nurse Manager for pharmacy checks of incoming medication.

- Maintains a working knowledge of relevant hospital equipment and coordinates in-service, as needed.
- Supports staff with problem-solving related to complex clinical issues.
- Ensures that all appropriate clinical information is communicated to all shifts.
- Evaluates the quality of nursing practice on a continuous basis and advocates and implements improved practices.
- Provides for an environment, which is conducive to the safety and well-being of clients, visitors and staff by practicing and promoting accident prevention, being familiar with emergency procedures and regulators, being alert to hazards and infection control policies and procedures, demonstrates a professional demeanor that maintains trust in nurses and in keeping with the values, standards and scope of profession.

#### **Qualifications:**

- Bachelor of Science degree in Nursing
- Current registration in good standing with College of Nurses of Ontario
- Diploma in Healthcare Management is an asset.
- Minimum seven (7) years clinical experience in Acute and Emergency nursing.
- Minimum five (5) years management and supervisory experience in unionized healthcare environment and a desire for continuous learning in an evolving environment.
- Bilingualism in both official languages is an asset.
- Knowledge and understanding of the Indigenous cultures/languages is an asset.
- Demonstrated knowledge and proficiency in current word processing and other current computer software applications.
- Demonstrated initiative in managing multiple priorities with excellent organizational, interpersonal and time management skills.
- Demonstrated competency in working with all levels of management and staff.

#### **RELOCATION ASSISTANCE AVAILABLE**

Geraldton District Hospital is committed to workplace diversity and provides accommodations to applicants with disabilities throughout the hiring process.

If you are interested in this challenging opportunity, please submit your application and resume in confidence, by **16:00 on Monday June 24, 2019**, via email, to:

[hr@geraldtondh.com](mailto:hr@geraldtondh.com)