



## **JOB POSTING: Director of Nursing, Better Living at Thompson House**

### **Opportunity Overview**

We are seeking a dynamic, collaborative, and inspiring leader to join our team as *Director of Nursing* for Better Living at Thompson House. It is the goal of the staff team at Thompson House to provide its residents and caregivers with a feeling of home. A great part of the reason we are able to do this is our collaborative company culture and the longevity of our staff. Join us in leading a team that is proud of the care they provide; committed to advancing quality and resident centered initiatives; and looking towards rebuilding while maintaining our history and values.

Reporting to the *Administrator*, the *Director of Nursing* manages all nursing services including the selection, training, safety and work assignment of all nursing staff. They are also responsible for the physical and emotional health and safety of the Residents. The successful candidate will balance strong leadership skills with a commitment to providing Resident care with compassion, dignity and integrity.

In exchange for your talent, skills, and experience, we will offer you the opportunity to become part of our dynamic organization. We offer employee growth and learning opportunities and provide a competitive salary and benefits package. Apply today and become the newest member of our team!

### **The Organization**

Established in North York in 1969, Better Living provides a continuum of care to seniors, individuals with disabilities, and those with life limiting illnesses. Operating out of six (6) locations and serving the Central LHIN, and parts of Toronto Central LHIN, our services include long term care, community support services, community hospice and most recently, a 10-bed hospice residence.

The Better Living family is comprised of three organizations: *Better Living Charitable Foundation*, *Better Living Health and Community Services*, and *Better Living at*

*Thompson House*. Each organization has a unique focus and program and service offerings, and together they work to achieve the Better Living vision – “Our community will experience a BETTER quality of life”.

*Better Living at Thompson House* is a 136 bed long-term care home providing semi-private accommodations for individuals who have complex medical or support needs. Our highly trained and caring staff work in partnership with Residents, their families and the Resident’s Council to ensure that the highest standard of care is consistently delivered and the individual needs of each Resident are met. The *Director of Nursing* is a key member of the *Better Living at Thompson House* management team and is responsible for providing leadership to the clinical operations of the home.

For more information about Better Living please visit [www.mybetterliving.ca](http://www.mybetterliving.ca).

### **Key Accountabilities**

The key accountabilities of the *Director of Nursing* include:

- Develops the Philosophy of Nursing, the statement of purpose for nursing services and the description of the nursing function.
- Accountable for the highest standard of resident care and quality of life being provided for the residents through the development and maintenance of appropriate care plans, effective supervision of the performance of nursing staff, provision of the required equipment and supplies and appropriate staffing pattern, nursing services, policies and procedures.
- Ensures that Resident Care Services, including annual goals and objectives for the Nursing Department, align with the organization’s vision, mission, and values
- Acts as the formal liaison with other clinical services, support services and other external agencies.
- Reviews applications of prospective residents, seeks medical advice when needed and approves for admission.
- Communicates with members of the interdisciplinary team and other services within the Home and the Medical Director concerning individual quality resident care programs and professional matters.
- Acts as the organizational representative with outside agencies such as LHIN, MOHLTC and Public Health.
- Responsible for the development and management of the nursing services budget according to the policies and procedures of the organization and the funding available within the nursing envelope.
- Manages the nursing staff including hiring, orientation, continuing education, supervision, regular performance evaluation and if necessary termination.

- Provides leadership to all areas of the nursing department in line with the divisional operations plan and strategic directions, and departmental priorities.
- Plans, coordinates, directs, and monitors the effectiveness of all operational activities within the nursing department
- Works with the Human Resources department and the Administrator to ensure that the home is adequately resourced and that employment standards and/or organizational policies are upheld.
- Provides leadership and decision making at the senior management level.
- Ensures compliance with the provisions of the Long Term Care Act and adheres to the Standards of Nursing Practice, Code of Ethics, Registered Nurses Act and Regulations as defined by provincial legislation

### **Qualifications and Competencies**

The ideal candidate will possess the following minimum qualifications:

- 3 - 5 years of experience in Long Term Care
- 3 - 5 years managerial experience in a union environment
- Bachelor of Science degree in Nursing
- Current certificate of competence with the College of Nurses of Ontario
- Leadership experience, with accountability for budget, workforce management, business operations, and stakeholder relations at the organizational or division level.
- Experience developing professional and effective working relationships with staff, volunteers, peers, family members and other stakeholders.
- Ability to establish and maintain a collaborative work environment focused on empowering employees to achieve organizational objectives through the effective organization and delegation of work assignments; the clear communication of organizational expectations; and the achievement of shared goals.
- A demonstrated commitment to continuous learning and improvement. The successful candidate will have a track record of seeking out new ideas, pursuing and achieving goals, and using lessons learned to improve the performance and effectiveness of the organization.
- Effective listening skills including the ability to seek clarification as necessary, and an openness to understanding and integrating the ideas of others.
- Experience working with and meeting accreditation or quality standards.
- Successful completion of *Vulnerable Sector Screening* prior to start of employment

### **Location**

Better Living at Thompson House  
1 Overland Drive  
Toronto ON M3C 2C3

**Contact Information**

For more information about this exciting opportunity please contact:

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Executive Recruitment package is available on request for qualified candidates.