	Manual:	Human Resources	Reference No.:	HR001080.00(a)
	Section:	Hiring, On-Boarding, Orientation		
	Subject:	Job Posting		

Posting#: FMH/PW002

Date Posted: March 3, 2021

Department: Nursing

Position: Director of Care

Reports to: Executive Director

Hours: Full Time

Deadline for

Apply to: Steve Pawelko, Executive Director

Application: March 11, 2021

About Us

At Fairview Parkwood, we seek to nurture the mind, body and spirit of residents through a culture of kindness, building 'a community for all'. Our values of faith, trust, accountability and innovation are embedded in everything we do, helping us to continue to build on our strong foundation and reputation for providing exemplary, values-based and faith-based care has made us the home of choice for Waterloo Region and area residents and their families.

Fairview Parkwood Seniors Communities is a charitable, non-profit, faith-based, accredited (CARF 2018) organization.


The Opportunity - Director of Care

We are looking for a new member to join our leadership team in a critical role.

If you are ...

- An experienced nurse (RN) who is motivated and energized by meaningful work in senior living
- A positive, forward-thinking leader
- Admired for your ability to foster strong relationships with staff, residents, families, community members and volunteers
- Defined by words like self-starter, innovator, organized, knowledge sharer, change manager, focused, implementor, and approachable
- Able to implement best practices and train your team in a dynamic, growing and changing campus of care
- Looking to be part of a charitable, non-profit, faith-based organization that will value and invest in you and your career ...

We'd like to talk to you!

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The successful candidate for Director of Care will:

- Be an RN in good standing with the College of Nurses
- Have knowledge and experience working in Long Term Care or senior living
- Have a working knowledge of the Long-Term Care Home Act and its requirements for compliance or dedicated willingness to learn.
- Be experienced using electronic software such as Point Click Care, Microsoft Office, Clinical Connect etc. for communicating, charting and care planning for residents is preferable.
- Demonstrate empathy, cultural sensitivity and understanding of the needs of seniors, and ideally, have experience working with residents living in the community and in retirement.
- Preferably, be bilingual in both official languages

The Director of Care is responsible for the delivery of Care and Services to the residents including:

- Respect for the values and faith-based commitment, develop, implement, oversee and improve policies, procedures and standards for nursing care, ensuring resident needs and expectations are met; co-develop with staff / residents / relatives where possible.
- Ensure legislative regulations and standards are met by establishing, implementing and maintaining the quality and risk management system for the nursing department and staff.
- Work with staff to create ongoing career and education development plans; advance and support the kindness initiative, and support a positive working environment, aligned with our strategy of 'building a community for all'.
- Ensure all internal decision support and external provincial reporting requirements are met.
- Establish and promote open communication and information sharing between the resident care teams, resident and family, consistent with confidentiality requirements.
- Stay abreast of advances and innovations in gerontology; be the 'go-to' resource for leading practices in resident care; strategically promote best practices to ensure residents enjoy their best possible experience at Fairview Parkwood.
- Manage multiple priorities and the complex care needs of residents.
- Comply with the Occupational Health and Safety Act and ensure compliance with the organization's Health and Safety Policies and Procedures.

If you require accommodations throughout the recruitment, selection and assessment process per the Accessibility for Ontarians with Disabilities Act 2005, please speak with the hiring contact. Fairview Parkwood Seniors Communities will be pleased to support you.