



VACANCY

Applications are invited from qualified individuals to fill the following position:

**Permanent Full-Time
Director, Medical, Surgical
Clinical Services
NBRHC – North Bay Campus**

Reporting to the Vice President Clinical and Chief Nursing Executive, the Director provides leadership to advance excellence in quality, person centered care and practice through the integration of a variety of programs and services. The Director is responsible to create the operational framework for interprofessional care and treatment of patients across district and regional care settings.

The Director ensures programs, services and processes:

- Integrate evidence-informed practice(s) and
- Support quality care and practice at the individual, team and system level.

Working in partnership with senior leaders, managers and staff, and external stakeholders, the Director takes a leadership role in creating a just culture of care that is evidence informed, responsive to internal and external issues/trends and is sustainable and consistent with the organization's strategic priorities. The Director oversees a team that is well versed in professional and regulatory matters, oversees and monitors physical, human, and financial resources, anticipating future changes that will affect service delivery.

The position supports and ensures excellence in care delivery, improvement in health outcomes, and achievement of standards of care established by NBRHC and Ministry of Health.

Key Activities and Responsibilities

- Together with senior leaders, other directors, managers and physicians providing leadership to the medicine programs through active collaboration and inter-professional partnerships with internal and external stakeholders.
- Ensuring program services are delivered with clinical competence and the application and integration of professional standards and evidence based practices.
- Collaborating with managers to identify practice gaps, training and coaching needs for the program teams.
- Providing leadership to create and maintain practice environments that support a culture of safety and continuous quality improvement in partnership with staff, patients, and families.
- Allocating, overseeing, and monitoring all physical, human and financial resources, and anticipating future changes that will affect service delivery.

Knowledge Skills and Abilities

- Master's Degree with progressive leadership and experience in Medical and Surgical Clinical Services preferred; Undergraduate Degree and suitable combination of progressive years of experience will be considered
- Current registration with a regulatory College.
- Demonstrated leadership experience and skills/abilities to build effective working relationships with a dynamic professional team with varied disciplines.
- Demonstrated experience as a clinical operations leader; committed to the continuous improvement of high quality standards the program requires.
- Experience at a management level within an environment of significant change and restructuring.
- Excellent demonstrated communication and reporting skills (oral and written).
- Must be able to function independently and as an active member of the multi-disciplinary team.
- Computer application experience required (Meditech, Microsoft Office and Outlook).
- Bilingualism (English/French) considered an asset.

Personal Suitability

- Ability to develop and maintain strong system partnerships and collaborative processes.

- Effective time management skills and the ability to manage multiple ongoing priorities.
- Demonstrated commitment to ongoing professional development.
- Demonstrated professionalism in dealing with confidential and sensitive issues.
- Demonstrated positive work record and excellent attendance record.
- Ability to meet the physical and sensory demands of the job.
- Ability to work in a fast paced, high volume work environment.

Working Environment

- On site at North Bay Regional Health Centre with travel within the City of North Bay for some programs and community partners.

Demands of Position (Other)

- Fast paced clinical environment with high clinical demands; work activities involve the need to concentrate with an attention to detail, to be able to assess and evaluate information from a variety of sources.
- Required to participate in NBRHC administrative on-call schedule.
- May be required to work evenings and weekends.

All Employees Must:

- **Support North Bay Regional Health Centre's Mission, Vision and Values**
- **Complete Mandatory Training within the prescribed timelines.**
- **Support and contribute to a culture of safety and prevention of adverse health events.**

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Criminal Reference Check including the Vulnerable Sector Check recent within six (6) months is a requirement

Interested candidates are asked to submit their cover letter and resume to:

careers@nbrhc.on.ca quoting file [NU CS-24-017](#)

The posting will remain open until the positions are filled.

Please note these postings are subject to change without notice. An acknowledgement will be sent only to those candidates who will be interviewed.

THE ORGANIZATION

North Bay Regional Health Centre (NBRHC) is a unique health care organization with three primary roles: providing acute care services to North Bay and its surrounding communities, functioning as the district referral centre providing specialist services for smaller communities in the area, and it's the specialized mental health service provider serving all of northeast Ontario. At more than 400 beds, our state-of-the-art regional health centre has over 150 physicians, 2300 employees and 250 volunteers.

For more information about the NBRHC, visit www.nbrhc.on.ca

THE COMMUNITY

North Bay is located 3.5 hours north of Toronto, just north of the district of Muskoka, and 3.5 hours west of Ottawa. With a population of 54,000 and a catchment area of 180,000, it is a safe and welcoming community that offers a healthy and balanced environment for working, living and raising a family. North Bay is situated on the shores of two large lakes (Lake Nipissing and Trout Lake) and boasts beautiful scenery and four distinct seasons. Whatever your interests are, you will have access to numerous activities and amenities within minutes from your home—reclaim your work-life balance and join us!

To see more of beautiful North Bay and learn about our lifestyle, visit www.northbay.ca

NBRHC is committed to achieving 100% compliance with its COVID-19 Vaccine Policy. As a result, please be advised that in order to be eligible for employment at the Health Centre, all new hires must be compliant with our COVID-19 Vaccination Policy and must be fully vaccinated prior to commencing employment. To be considered fully vaccinated, an individual must have received the full series of a COVID-19 vaccine or a combination of COVID-19 vaccines approved by the World Health Organization (e.g. two doses of a two-dose vaccine series or one dose of a single-dose vaccine series) and received the final dose of the COVID-19 vaccine at least 14 days ago.

North Bay Regional Health Centre is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require an accommodation for disability during any stage of the recruitment process, please indicate this in your application.

NORTH BAY REGIONAL HEALTH CENTRE IS AN EQUAL OPPORTUNITY EMPLOYER

The requirement that successful applicants be fully vaccinated is subject to any accommodation obligations pursuant to the Ontario Human Rights Code.

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We are an equal opportunity employer. We thank all applicants for their interest.

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