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OPPORTUNITY PROFILE CLINICAL LEADER



**THREE LINKS CARE SOCIETY**

the right people

## THREE LINKS CARE SOCIETY | CLINICAL LEADER

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## THE ORGANIZATION

## THREE LINKS CARE SOCIETY

The Three Links Care Society (“Three Links”) has been providing high quality, affordable and professional residential care and independent housing to seniors and older adults with special needs for more than 35 years.

Three Links was established in 1979 as a response to the shortage of seniors housing in Vancouver’s Renfrew-Collingwood community. With the founding principles of the Independent Order of Odd Fellows, Three Links set out to raise funding to construct a community care centre in the neighbourhood.

### Vision

People deserve to live a meaningful life and be treated with dignity and respect regardless of their age or circumstances.

### Mission Statement

To provide residents with safe, compassionate care and housing that improves their quality of life.

### Core Values

Compassion for residents, respect for all, integrity, and honesty.

To learn more, please visit Three Links Care Centre Society’s [website](#).

## THE OPPORTUNITY

## CLINICAL LEADER

Reporting to the Director of Care, and as a member of the Management team, the Clinical Leader provides clinical and professional leadership and expertise to nursing staff, including Registered Nurses, Registered Psychiatric Nurses, Graduate Nurses, Licensed Practical Nurses and Resident Care Attendants. The Clinical Leader is also a clinical resource and support to the interdisciplinary team regarding resident care issues. They support resident care by coordinating conferences; participating in medication review process; participating in quality improvement and risk management activities; planning, developing, implementing, and evaluating nursing orientation and continuing education programs for nursing and other departments; and partnering with Physicians and other professionals individually and through committee representation.

This is an outstanding opportunity for a dynamic and strategic RN leader to take a thriving and well-regarded organization to the next level. Supporting a multi-discipline, unionized team, the Clinical Leader should build engagement across the organization to foster a shared sense of pride in delivering the best possible experience for residents.



### Key Responsibilities

- Leads and/or participates in process improvements by engaging in the Care team or other teams in problem solving ensuring that effective risk management activities are developed, implemented and evaluated utilizing the methods and tools of continuous quality improvement;
- Establishes goals and objectives for professional practice and participates in the development and evaluation of policies, procedures, standards and practices;
- Promotes two-way, symmetrical communication with and among team members so the team is aware of and understands changes impacting the team, the residents and families, the organization and the community and how those changes impact the delivery of care services;
- Coordinates and evaluates resident care conference and medication review processes and acts as a resource to Care staff, residents, families and other professionals;





- Coordinates, assigns, monitors and provides support to staff with the MDS assessments. Partners with Physicians, the Director of Care, other Management Team members, external community partners such as Long Term Care staff to ensure delivery of a continuum of integrated resident care;
- Assists with recruitment, hiring and contributes to the performance evaluation and ongoing evaluation of all Professional Care staff;
- Plans, develops, implements, and evaluates the Professional Care staff orientation and continuing education program;
- Prepares, presents and evaluates continuing education sessions for other facility staff as required;
- Monitors and reports indicators electronically as required;
- Supports the Care delivery staff in the provision of resident care by identifying and communicating equipment needs, training needs, human resource needs and environmental needs related to the delivery of care to the Director of Care;
- Responsible for the facilities' Infection Control and Medication Safety Programs;
- Coordinates organization wide Infection Control Program including relevant staff education. Assesses and revises Infection Control policies and procedures on an ongoing basis and ensures that specific infection control situations are dealt with in an appropriate and timely manner;
- Participates in required meeting such as BC Infection Control meetings and others as identified, internal and external;
- Promotes effective communication with residents, families, visitors, physicians, staff at all levels and other health-care agencies and facilities inter-shift, inter-disciplinary and inter-departmental collaboration;
- Collaborates with other members of the Management Team to meet the goals and objectives of the organization in conjunction with the Mission, Values and Strategic Directions of Three Links Care Society;
- Maintains professional expertise by attendance at conferences, seminars, meetings and via internet searches to keep current in knowledge and trends of health care and Long Term Care;
- Assumes the delegated responsibilities of the Director of Care role when required; and
- Assumes other related responsibilities as necessary in consultation with the Director of Care.

## THE PERSON

The successful candidate should be an engaging Registered Nurse who is experienced with the complexities of clinical care in an institutional setting, possessing a collaborative style of leadership and demonstrating a high level of professionalism. With a proven knowledge of a range of clinical functions, the successful candidate will expand on Three Links' strong foundation, managing and improving care practices to enhance residents' well-being and experience. The Clinical Leader should possess a calm demeanor, and possess excellent problem-solving and communication skills to ensure residents, staff, and families feel heard, safe, and grounded.



### Professional and Personal Qualifications

- Graduate of an approved School of Nursing and a holds current certificate of registration from the BC College of Nurses and Midwives;
- Minimum five years experience in direct nursing care in Long Term Care is required with an additional minimum of two years supervisory and/or educational experience;
- Must hold a current First Aid and CPR certificate;
- Strong management skills to lead, direct and motivate staff;
- Ability to organize and utilize resources, to assess and assign priorities, and to assist staff to accept the changing needs and priorities of the organization with flexibility;





- Effective verbal and written communication / presentation skills to interact with internal and external contacts;
- Clinical assessment skills and the ability to evaluate the delivery of nursing care;
- Strong interpersonal skills, including the ability to deal with staff in a fair and consistent manner, which also adheres to accepted labour relations concepts, practices and collective agreements;
- Sensitivity and a passion for meeting the needs of the elderly to maintain the spirit, dignity and individuality of the Resident, as well as an ability to interact with residents, families and members of the community;
- Self-motivated; able to work autonomously; achievement oriented; willing to take on new challenges;
- Demonstrates the ability to work well under pressure and meet deadlines;
- Maintains professional expertise by attendance at conferences, seminars and meetings and through Internet searches to keep current in knowledge and trends of health-care and Long Term Care;
- Possesses basic word processing/computer training;
- Physical and mental ability to carry out duties and ability to cope with job-related stressors; and
- Promotes and practices personal/client safety in the workplace at all times.



## Competencies and Personal Characteristics

**Leadership** – Achieves desired organizational results by encouraging and supporting the contribution of others; a proactive and positive team player who acts with a sense of urgency and leads by example; sets and communicates clear goals.

**Accountable** – Holds self and others accountable for responsibilities; focuses on results and measuring attainment of outcomes in a business focus.

**Strategic** – Develops a plan in support of organizational strategic direction. Demonstrates an understanding of the link between one's job responsibilities and overall organizational goals.

**Integrity and Honesty** – Demonstrates a resolute commitment to and respect for the spirit behind the rules and core values of the organization, setting an example of professionalism and ethical propriety.

**Influential and Collaborative** – Has an open and consistent approach to working with others and possesses strong interpersonal skills, with the ability to build relationships and develop/maintain partnerships, obtaining stakeholder agreement.

**Creativity and Innovation** – Develops new insights into situations; questions conventional approaches; encourages new ideas; designs and implements new or cutting-edge programs/processes.

**Effective Working Relationships** – Treats colleagues, and stakeholders with respect; resolves conflicts in a timely manner, negotiates effectively, and provides effective feedback to colleagues/employees.

**Communication** – Clearly presents written and verbal information; writes with clarity and purpose; communicates effectively in both positive and negative circumstances; listens well.

**People Development** – Fosters learning and development of others through coaching, managing performance and mentoring; has a genuine desire to develop others and help them succeed; formally and informally recognizes deserving staff and colleagues.

**Resident Focused** – Anticipates and attends to the needs of internal and external stakeholders of the organization; keeps resident interests in the forefront.





## COMPENSATION

A competitive compensation package will be provided including an attractive base salary and excellent benefits. The salary range is \$76,617 to \$110,137. Further details will be discussed in a personal interview.

## FOR INFORMATION PLEASE CONTACT:

Shadyar Shirmast or Tony Kirschner

LEADERS INTERNATIONAL EXECUTIVE SEARCH

#880—609 Granville Street

Vancouver, BC V7Y 1G5

Phone: (604) 688-8422

Email: [connect@leadersinternational.com](mailto:connect@leadersinternational.com)

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