

File #: Non-Un 11-057

Employee Group: Corporate

Work Location: Brockville

Vacant Position: Team Manager,
Behavioural Support
Services – Lanark, Leeds
& Grenville

Status: Full Time

Posting Period: January 4th – 11th, 2012

Please direct inquiries to:

Barbara McCulloch, Recruitment & Staffing Consultant,
(613) 548-7222 x 2037

Apply in writing quoting file
Non-Un #11-057 in subject line to:
work@providencecare.ca
or send fax to: (613) 544-6036

All applicants are required to include an up-to-date resume outlining how their qualifications match position requirements.

All new hires to Providence Care must complete the Criminal Information Request/Vulnerable Sector Screen through your local Police Station. The cost is the responsibility of the applicant and this Criminal Information Request/Vulnerable Sector Screen must be successfully completed prior to the commencement of employment with Providence Care. Please note that this process may take a few days up to a few months to complete.

Working Conditions:

- Occasional exposure to high conflict situations
- Frequent interruptions in the work environment with multiple competing priorities
- Occasionally directly participates in managing medical and behavioural emergencies, which may result in unprotected exposure to body fluids and potential for injury
- Driving within geographic area of responsibility as well as to primary Mental Health Services site on a frequent basis

For a complete list of duties and qualifications, please obtain a job description from Recruitment & Staffing.

Job Summary:

The Team Manager is responsible for the day-to-day clinical and general operational management within the community team. Under general supervision of the Program Administrative Director, the Team Manager ensures quality of care to clients, planning human and material resources, adhering to team specific standards and corporate policies and procedures. The Team Manager utilizes clinical experience, knowledge and leadership skills to manage recovery focused services delivered by the inter-professional team members, supporting professional practice and peer review mechanisms designed to achieve optimal professional standards and practice. In addition, the Team Manager promotes service to clients and other community service providers facilitating client-focused community systems development.

Qualifications:

- Degree in Nursing; Masters preferred
- Current unrestricted registration with the College of Nurses of Ontario
- Five years of progressively responsible experience in health care management, including administration of policies and procedures, with two years relevant clinical practice with target population, incorporating mental health practice and community health care
- Three – five years experience in providing operational leadership in a fast-paced, ever-changing work environment along with demonstrated strategic, business and operation planning experience
- Demonstrated experience in dealing effectively with internal partners such as senior management, departmental managers and professional practice leaders and external partners
- Experience in supervision of inter-professional teams within a unionized environment, as well as experience in interviewing and selecting healthcare professionals
- Demonstrated superior verbal and written communication skills, excellent consultation, change management, conflict resolution, negotiation, mediation and client advocacy skills
- Development of functional and operating plans related to community team and capacity enhancements
- Demonstrated project management experience
- Detailed knowledge of and the ability to interpret a variety of relevant mental health legislation and common law applying to persons with mental illness (e.g. Mental Health Act, Public Hospitals Act, Substitution Decisions Act, Health Care Consent Act) along with an understanding of the mental health system and mental health reform initiatives
- Demonstrated knowledge of quality and risk management tools and processes
- Demonstrated knowledge of current mental health theory and diagnostic criteria, comprehensive, multidimensional assessments and clinical best practices, promoting a 'Holistic' view of the program and the needs of the patients/clients in the program
- Demonstrated knowledge and understanding of community mental health service needs of the target population and of applicable community based psychiatric programs, agencies and resources
- Demonstrated effectiveness in budget management and accountability
- Demonstrated effective presentation skills
- Demonstrated ability to lead and influence individuals and teams within a large organization and in the context of major change, toward a vision while maintaining group cohesiveness, motivation, commitment and effectiveness
- Demonstrated effectiveness in identifying and analyzing situations and problems; finding viable solutions with consideration to total systems and strategies
- Demonstrated effectiveness promoting compliance with professional and ethical practices, accreditation standards, and applicable legislation
- Demonstrated client-centred attitude and commitment to the Mission, Vision, Values and goals of the department and of Providence Care
- Valid Ontario Driver's License and access to a reliable vehicle on a regular basis