



Inspired by research.
Driven by compassion.

Inspiré par la recherche.
Guidé par la compassion.

Director, Nursing Professional Practice

The Ottawa Hospital (TOH) is one of the largest Academic Health Science Centres in Canada, affiliated with the University of Ottawa and the Ottawa Hospital Research Institute. TOH is committed to meeting the needs of the 1.2 million residents it serves in Ottawa and Eastern Ontario, and is anchored by values of compassion, quality, teamwork, and respect. TOH's Vision is: *To provide each patient with the world-class care, exceptional service, and compassion we would want for our loved ones.*

TOH is currently seeking a **Director, Nursing Professional Practice.**

Reporting to the Chief Nursing Executive (CNE) and VP, Clinical Programs, the Clinical Director is a member of The Ottawa Hospital management team and provides strategic leadership and advice on professional practice issues in the clinical, education, quality and research domains as identified by Clinical -Directors, Clinical Managers, Clinical Nurses, and the Nursing Professional Practice Department. The Director is accountable for understanding, analyzing and developing strategies for resolution of the clinical practice issues associated with nursing at TOH. The Director will assist the Chief Nursing Executive and Vice President, Clinical Programs, Nursing Staff, Corporate Clinical Directors and Department/Division Heads in:

- Policy and standard development to ensure nurses work safely and to full scope according to the standards and guidelines of the College of Nurses of Ontario, evidence-informed best practices, and the principles established to guide care delivery at TOH.
- The development, evaluation and revision of education programs including orientation, on unit in-service and day programs that are evidence based to ensure nurses have the skills to provide safe and quality patient care.
- Oversight of nursing research activities, including development as well as the integration of evidence-informed innovation into practice.
- Staff engagement and work force resource planning, including retention and recruitment strategies to ensure a stable work force.

As an ideal candidate, you are a:

- Registered Nurse with Masters Preparation in Nursing or Master's degree in a related discipline with an undergraduate degree in Nursing
- Minimum of 5-7 years' clinical experience demonstrating progressive leadership
- Demonstrated experience in leading and managing a high performing team.
- Demonstrated experience managing and completing complex projects
- Member of the RNAO and the Canadian Nurses Association
- Excellent knowledge of the Professional Standards of the College of Nurses of Ontario, Public Hospital's Act and Regulated Health Disciplines Act;

- In-depth knowledge of the structure and operations of a complex hospital providing tertiary care, research and teaching programs;
- Knowledge of adult learning principles;
- Knowledge of Best Practices and Quality and outcome measures for nursing
- Excellent knowledge of the diverse patient populations that experience the various forms of treatment and care at The Ottawa Hospital and beyond;
- Demonstrated ability to deliver above-average performance while maintaining and building collaborative relationships;
- Superior interpersonal and communication skills required to effectively handle complex/sensitive issues and to manage, coach & motivate managers and team members;
- Superior organizational, analytical, problem solving and decision-making skills required to effectively manager difficult situations and conflicts;
- Ability to critically appraise safety, quality improvement, ethical and clinical issues;
- Ability to communicate effectively and persuasively in oral and written reports;
- Strong organizational and time management skill and ability to provide direction to others in managing competing priorities and balancing multiple tasks with often unpredictable and short deadlines;
- Demonstrated leadership and management skills including strategic planning, evaluation and financial management;
- Superior skills in analyzing and interpreting information from a variety of sources for decision-making of complex departmental issues;
- Knowledge of health care system issues as well as of nursing, nursing administration, hospital administration and human and financial resources;
- Knowledge of applicable Collective Agreements, Terms of Reference, Canadian Hospital Accreditation Standards, health care related laws/issues, including but not limited to the Consent and Capacity Act and relevant judicial decisions concerning end of life care;
- Ability to hold self and others accountable for roles, responsibilities, and outcomes to ensure the integrity of The Ottawa Hospital and the completion of deliverables in a timely manner, within budget;
- Ability to determine a course of action to achieve effective and timely results by analyzing issues in a systematic manner, understanding the underlying causes, assessing the potential risks and consequences and taking appropriate action;
- Ability to take a broad scale, long term view, that is aligned with the hospital's vision, mission, values, and strategic plans, while creating an environment that encourages continuous improvement;
- Ability to create and foster an inclusive environment that achieves results by valuing, supporting, and rewarding collaboration and cooperative working relationships;
- Ability to create and sustain a culture of service excellence that consistently focuses on the needs of internal and external clients and patients;
- Excellent skills in using computers and data to analyze problems and create solutions (Word, Excel, Databases);

Preferred Qualifications:

PhD in Nursing preferred.

To discuss this exciting clinical leadership opportunity, please contact Andrew Dumont or Renée Young of Boyden global executive search at 613-742-3201. To apply, please submit your CV and covering letter to ryoung@boyden.com.