



MANAGER OF HEALTH SERVICES

JOB SUMMARY

In addition to being an upstanding representative of Vernon & District Association for Community Living, the VDACL Nurse will be an advocate for persons with disabilities. They will be working with adults living with a variety of challenges including diagnosed on the autism spectrum, developmental disabilities, living with FASD, or with a complex developmental and behavioural conditions, complex medical conditions, or other special needs. The nurse must be a graduate of a recognized school of Nursing and actively registered to practice as a Registered Nurse. A BScN and experience in administration and management is preferred.

REQUIRED SKILLS:

- **Assessment:** Demonstrated ability to complete initial and ongoing client assessments through appropriate/prescribed technical, therapeutic, and safety interventions.
- **Knowledge Integration:** Integrates best practice and current research evidence to support professional practice decisions and actions.
- **Communication:** Demonstrated ability to communicate effectively with clients, families, the public, medical staff and members of the interdisciplinary team using verbal, written, computer communication means. Ability to effectively apply conflict resolution skills.
- **Critical Thinking:** Demonstrated ability to integrate and evaluate pertinent data (from multiple sources) to problem-solve and make decisions effectively. Applies the problem solving process demonstrating critical thinking and decision making skills using a systems approach.
- **Person and Relationship Centered Practice:** Ability to promote and deliver client-focused care that demonstrates care for and with clients and significant others, sensitivity to diverse cultures and preferences, client advocacy and social justice concerns.
- **Self-Management:** Demonstrated ability to organize work, set objectives and establish priorities. Manages time and resources, implements activities to promote cooperation among the interdisciplinary team and collaborates across disciplines.
- **Teamwork:** Demonstrated ability to foster teamwork and a commitment to excellence in the provision of client care.
- **Quality Assurance:** Maintains quality service by establishing and enforcing organization standards. Actively participates in the continuous quality improvement process. Facilitates change and improvement. Reviews key performance indicators, quality reports and inspection reports and works in collaboration in the development of quality improvement action plans.



KEY RESPONSIBILITIES

- Complies with the legal requirements by fostering nursing practices that adhere VDACL's policies and guidelines and nursing division's philosophy, goals, and standards of care; requiring adherence to nurse practice act and other governing regulations.
- Ensures all prescribed interventions (i.e. medication administration, activities of daily living, therapeutic and recreational care and services) are implemented as prescribed or as indicated on the resident's care plan.
- Attends staff meetings and participates on committees as required.
- Discusses, plans and evaluates nursing care and therapies of clients together with physicians, professional therapists, social workers and other professionals.
- Works within an integrated team model to identify and access the medical needs of the individual.
- Performs nursing care to clients such as administering prescribed medications and treatments and observing, recording and reporting symptoms and changes in patient conditions.
- Provides or assists with emergencies consistent with legislative parameters and approved organization policy. May perform record keeping and other clerical duties as required.
- Trains support staff to carry out individual health care procedures such as medication administration, in accordance with relevant regulations and established internal procedures.
- Manages and oversees nursing and behavioural support teams.
- Required to participate in rotational on-call duties.
- Liaise with DDMHS supports and attend meetings as required.

QUALIFICATIONS

- Graduation from an approved School of Nursing with current practicing registration with the British Columbia College of Nurses and Midwives (BCCNM).
- Palliative education or experience is an asset.
- Experience working with individuals with developmental disabilities and complex care.
- Current CPR & First Aid is required.
- Eligible for registration with the relevant professional association.
- Valid BC Driver's License and access to personal vehicle for business related purposes.
- Clean Criminal Record Check.
- Proof of full vaccinations for COVID-19.

COMPENSATION & BENEFITS

Salary position \$82,000.00 - \$86,000.00 or negotiable. This is a management position with a competitive salary, work life balance and opportunities for professional development. Medical, Dental, Life Insurance, Vision Care, and participation in the Municipal Pension Plan available. **CLOSING DATE: JANUARY 10, 2022 AT 2:00PM.** Submit current resume with cover letter, clearly outlining experience as it pertains to outlined qualifications, duties and requirements, in confidence to:

Janet Hackman, Director of Human Resources at hr@vdacl.ca or by mail to 4240 Alexis Park Drive, Vernon, B.C. V1T 6H3