

Employment Opportunity

Position Title: Nursing Manager, Licensed Dementia Care Beacon Community Services	Position Number: 2022-24
Department: Residential Care- Brentwood House and Sluggett House Location: Brentwood Bay, BC	Days/Hours of Work: Monday – Friday 37.5 hour/week and On-Call Assignments
Remuneration: Commensurate with Qualification & Experience	Posting Period: Until filled
Start Date: As soon as possible	Status: Union: Exempt

JOB SUMMARY:

We are an award-winning and Accredited not-for-profit that helps people and improves lives through a range of programs and services, including two state-of the art residential care settings located in Brentwood Bay that provide a wonderful environment for seniors in need of specialized dementia care twenty-four hours a day. We offer a competitive salary and a rewarding, stimulating work environment.

Reporting to the Director of Long Term Care, this position is responsible for all aspects of the operations and management of **Sluggett House and Brentwood House**. Primary duties include daily operation of the Dementia Housing Facilities, supervision of staff and professional RN support. In addition, the Nursing Manager ensures adequate staffing levels to ensure safe and appropriate care is provided to the residents within a social model of care, and meets all contractual and regulatory obligations. The Nursing Manager is also responsible for the recruitment and retention, performance management, and all aspects of the employee relationship.

DUTIES AND RESPONSIBILITIES:

- Leads a team of full-time, part-time and casual staff in providing 24/7 excellence in care for a total of 33 residents.
- Plans, develops, and implements all procedures related to employee safety and RTW programs; including participation on the Joint Occupational Health and Safety Committee.
- Plans, develops and implements fire, earthquake and emergency procedures in collaboration with the Beacon Community Services property manager.
- Supports research activities as undertaken and related to Licensed Dementia care.
- Provides On-Call support as required.
- Ensures the consistent application and coordination of the Licensed Dementia Care model and principles at our care sites.

- Ensures that the living environment and program of support for clients and families is structured to:
 - Be reassuring and familiar;
 - Be inclusive of personal preferences;
 - Allow for the maintenance and development of relationships;
 - Utilize knowledge of the clients past to inform the present; and
 - Promote individual clients abilities and the maintenance of their mobility
- Develops policies, procedures and schedules for appropriate nursing, recreation, rehabilitation, and hospitality service delivery based on best practice and quality improvement.
- Ensures daily operations align with the Community Care and Assisted Living Act as well as the Residential Care Regulations
- Responsible for ensuring client and staff records are maintained in accordance with recognized professional and legal standards.
- Responsible for RAI MDS 2.0 and related care planning
- Provide professional registered nurse support to residents and staff
- Responsible for meeting all administrative requirements related to client selection admissions/exits in collaboration with Island Health access.
- Responsible for all aspects of tenancy and vacancy management as required by contractual agreements. This includes both subsidized and private suites.
- Assists in the development and monitoring of operational budgets for all aspects of operating the sites as required.
- Ensures the buildings are properly maintained to deliver the contracted services in collaboration with the Beacon Community Services property manager.
- Plans, develops and implements Quality Care Improvement initiatives utilizing quality care indicators and meets Accreditation Canada standards.
- Acts as the primary liaison with Island Health, municipal and provincial officials regarding the care of residents as well as statutory requirements of the operation.
- Is responsible for adequate liaison with the administrative support staff of Beacon Community Services and completion of all required administrative documentation.
- Performs related duties as required.

QUALIFICATIONS:

- Registered Nurse with current BC College registration
- The ideal candidate will have at least five (5) years clinical experience and at least two years' experience at the management level.
- Clinical experience in the residential care environment with individuals with dementia
- Knowledge of Accreditation processes
- Demonstrated leadership ability in staff management, program administration and budgeting
- A valid B.C. Driver's License and access to a reliable vehicle is required
- Current First Aid and CPR Certification
- Current FOODSAFE or Food Handler's Certificate
- WHMIS Certification (renewed every 2 years)

- Access to a phone, computer and internet

KNOWLEDGE, SKILLS AND ABILITIES:

- Effective leadership and interpersonal communication skills that promote a positive work environment
- Ability to develop and nurture an environment that supports compassionate care as well as continuous quality improvement
- Effective critical thinking and conflict resolution skills
- Strong decision-making skills in a fast-paced environment
- Strong organizational skills including the ability to manage multiple competing priorities
- Exceptional verbal and written communications and interpersonal skills
- Experience leading change initiatives
- Ability to work independently and as part of a team
- Proficient in the use of personal computers, electronic devices and applicable software applications
- Knowledge of Point click Care would be an definite asset

ADDITIONAL INFORMATION:

Beacon Community Services serves vulnerable populations including seniors, people with disabilities, children and youth. Protecting these people and our teams on whom they rely is critical to us. Accordingly:

- All successful applicants must consent to a Solicitor General's Criminal Record Check.
 - All successful applicants must present proof of COVID-19 vaccination as a condition of hire and ongoing employment. Should you have an official vaccination exemption, kindly advise us during your job application process, so we may discuss possible accommodation options.
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APPLICATIONS:

All interested applicants can [Apply Now!](#) quoting the position vacancy number **2022-24**. Please note only those applicants who are selected to continue in the recruitment process will be contacted.

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