Director of Clinical Care, Registered Nurse (LTC)

Craigwiel Gardens

Job ID
49321

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LOCATION	DATE POSTED	EXPIRY DATE
221 Ailsa Craig Main St., Ailsa Craig, ON | Ontario	09-03-2026	04-03-2027

TYPE OF JOB	SALARY	MIN. EXPERIENCE	MIN. EDUCATION
Full Time	CAD 86000 - 106000	5 year or more	Bachelor's degree

Job Details

Organizational Background: Craigwiel Gardens in Ailsa Craig is a not-for-profit, faith-based campus providing Long-Term Care at Craigholme as well as Community Support Services to meet the needs of seniors living in the Municipality of North Middlesex and the surrounding area. Craigwiel Gardens was founded by the Nairn Mennonite Church to demonstrate Christian values in action, we embrace people of all faiths, beliefs and backgrounds

Position Summary: The DCC works within their legislative scope of practice as described and outlined by the College of Nurses of Ontario. This role requires the DCC to have a Registered Nurse (RN) designation. The DCC collaborates with the resident or substitute decision maker (SDM), and the health care team in the development, implementation and evaluation of resident's plan of care. Supported by the Director of Care, the DCC will also provide leadership and mentorship to the LTC nursing team to enhance their knowledge, assessment skills, and ability to care for residents in place, and leads and collaborates in research, education, and evidence-based practice initiatives to optimize resident, LTC and health system outcomes. This DCC position is being hired to fill a current vacancy.

Reports to: Director of Care (DOC), Executive Director (ED)

Job Description

Position Specific Responsibilities: include, but not limited to, the following under the guidance and direction of the DOC:
• Clinical Leadership, Evidence Based Practice & Resident Care Coordination — Plan, organize, direct, and evaluate the home area and clinical programs to ensure high quality resident care. Assess residents to identify appropriate nursing interventions, ensure individualized plans of care, participate in admissions and care conferences, review RAI/MDS indicators, and coordinate third party clinical services. Provide leadership, advice, and counsel on the provision of research based care for specific patient groups within the organization's programs.
• Interdisciplinary Collaboration, Communication & Family Engagement — Work collaboratively with the interdisciplinary team to plan, implement, coordinate, and evaluate resident care in consultation with residents and families. Maintain a positive image of the Home through ongoing communication with families, medical staff, external partners, and other stakeholders. Engage with residents and their families regarding health related issues in collaboration with other health care providers.
• Policy, Compliance, Safety & Infection Control Oversight — Administer and uphold all policies and procedures for nursing staff, residents, families, and service providers. Ensure compliance with CNO and FLTCA legislation, safe work practices,

and infection prevention and control guidelines. Assist the DOC with developing, implementing, and monitoring clinical policies and procedures.
• Clinical Practice, Direct Care & Medical Procedures — Administer medications as prescribed by the medical director or physician, in alignment with required protocols. Document changes in residents' conditions in point of care system. Operate medical equipment (such as sphygmomanometers, pulse oximeters, thermometers, glucometers, EMMS, resident lifts and other mobility devices as required) and provide direct resident care when required. Support developing a plan of care on admission and attend annual care conferences.
• Investigations, Incident Management & Staff Accountability — Support investigations related to complaints, critical incidents, home incidents, and employee disciplinary matters involving registered staff and PSWs, under the oversight of the DOC.
• Staff Leadership, Education & Performance Management — Provide leadership, guidance, and clinical support to front line staff. Promote and deliver formal and informal education, supervise nursing staff as required, conduct performance appraisals, and participate in hiring processes.
• Other Duties — Perform additional responsibilities as assigned by the DOC.

Skills and Qualifications:
Essential:
? Registration, and is entitled to practice with no restrictions, with the College of Nurses of Ontario.
? Ability to communicate effectively with internal and external groups to accomplish client specific and organizational goals and objectives, excellent writing and communication skills, skill in critical appraisal of research studies, knowledge of health promotion, and demonstrated excellence in leadership in a team setting.
? Proficient with computers and a variety of software.
? Be fluent in English – both written and spoken form
? Five years of recent experience as a registered nurse in an LTC or public/community health setting, and a minimum of two years' experience in an LTC nursing role.
? Completion of a four-year university bachelor's degree, college or other approved registered nursing program is required.

Compensation
The final compensation offered will vary based on a variety of factors, including a candidate's experience, and skills. Craigwiel is committed to providing a fair, equitable and competitive package that reflects the value an individual brings to the organization. The wage range for this role is: $45.79 to $54.59 per hour.

A comprehensive benefits package is provided which includes:
• 4% matched pension plan
• Extended health and dental plan
• Life AD&D insurance
• 4 weeks vacation
• Reimbursement of annual CNO member dues

Please note, all applicants must be located in Canada and legally entitled to work in Canada. Employment is contingent on receipt of an acceptable current criminal reference check, which includes a vulnerable sector screen, proof of vaccination(s) against COVID-19, screening for tuberculosis, and two (2) supervisory references that are satisfactory to the

Employer.

Craigwiel is an equal opportunity employer and will accommodate individuals with disabilities through each stage of the recruitment process. Should you require an accommodation, please let us know.

We thank all applicants for their interest. However only those selected for further consideration will be contacted. No artificial intelligence is used during the hiring process.

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