

*Health Association Nova Scotia is a not-for-profit, non-government, membership-based association with 60 years' experience in delivering shared services, policy support and expertise our customers can count on. Serving over 130 organizations from across the province of Nova Scotia, our core fee-for-service/cost recovery services are Clinical Engineering Services, Labour Relations and Compensation Analysis, Group Benefits Solutions and Shared Financial Services. The Health Association also provides policy support to its continuing care members and is a joint sponsor of the Nova Scotia Health Employees' Pension Plan.*

## **Provincial Clinical Practice Manager Full Time**

*The Clinical Practice Support Program will include a Clinical Practice Team that will lead the development of evidence-based clinical standards and guidelines for the Continuing Care sector. The team will provide resources and directly engage and support Continuing Care service providers to develop and enhance educational programs to enhance competencies, connect theory to practice, and enable continuous learning of resident care staff.*

### **Position Scope**

The Clinical Practice Manager, who reports to the Clinical Practice Director, is responsible for managing and coordinating education and training programs at the provincial level. The Clinical Practice Manager develops a strong network of internal and external partnerships with the goal of promoting and advancing quality practices that result in safe, ethical, quality health outcomes for Continuing Care clients. Works closely with Continuing Care service providers, Department of Seniors and Long-Term Care, Nova Scotia Health Authority (NSHA) , government agencies, educational institutions, and other stakeholders to ensure effective program delivery.

In this position, you will be responsible for

- **Vision and Direction:** Provide a clear vision for the team and articulate goals, align strategies, and guides the team toward achieving excellence.
- **Leadership:** To motivate and inspire the clinical practice team, encouraging them to commit fully to their work.
- **Collaboration:** Foster a collaborative environment among clinical practice team and encourage open communication, shared decision-making, and a sense of community.
- **Program Implementation:** To oversee the implementation of education and training program mandates and directives.
- **Development and Enhancement:** Using evidence-based standards contribute to the development and enhancement of relevant programs
- **Stakeholder Engagement:** Work with the Continuing Care sector to align programs based on the sector's current requirement programs. Collaborate with key community stakeholders, regulatory bodies, and community organizations.
- **Monitoring and Evaluation:** Assesses program effectiveness, monitors outcomes, and identifies areas for improvement. Participates in the development and implementation of continuous quality improvement mechanisms in collaboration with staff of the Department of Seniors and Long -Term Care
- **Report:** at a provincial level report on the ongoing development and evaluation of the program, and any changes required, or challenges identified with the program.
- **Budget Management:** Manage the program budgets, allocate resources, and ensure efficient utilization.

### **Qualifications & Experience**

- Bachelor of Science in Nursing or have graduated from an accredited nursing program and approved nursing program.
- Master's Degree in Education is preferred; a certificate course in adult education (or equivalent) also considered an asset.
- Registered or be eligible for registration with the the Nova Scotia College of Nursing.
- Candidates should have at least two years of relevant clinical experience providing education within a clinical practice environment, specifically in home/community and long-term care, preferably at a provincial level.
- Recent experience adult education/teaching as a Clinical Nurse Educator/Nursing Instructor preferred.

### Qualities & Abilities

- Demonstrated ability to work collaboratively and participate effectively in a team environment.
- Advanced interpersonal and communication competencies, written, verbal and non-verbal.
- Demonstrated ability to develop and write proposals and to document planning processes.
- Advanced organizational competencies.
- Advanced competencies in planning and facilitating organizational change, systems thinking, building collaborative partnerships.
- Proven flexibility with a high level of initiative and self-direction.
- Demonstrated ability to work through complex situations using an evidence-based approach.
- Demonstrated effective decision-making skills and critical appraisal skills.
- Self-starter and able to demonstrate considerable initiative.
- Thorough knowledge and experience working with health care organizations.
- Demonstrated innovation and creativity and is current regarding evolving trends and practices.
- Knowledge of adult education principles and performance support concepts supporting learners.
- Ability to drive projects from conception to completion.
- Proficiency with computer skills applications including complete Microsoft, internet browsers, Learning Management Systems, Web-based classroom discussion boards.
- Ability to set priorities and meet deadlines.
- Ability to rapidly adapt and respond to changes in work priorities/ assignments.
- Display leadership, sound judgement, and independent decision-making.
- Skills and experience in promoting learning cultures that nurture equity, diversity, and inclusivity, focusing on intersectional values, analysis, and actions, clinical humility, and the responsible use of power and privilege.

**We offer a competitive salary and competitive benefits including NSHEPP pension.**

As an organization that supports a diverse workplace, we welcome people from all ethnicities, genders, sexual orientations, age, religion, physical and mental abilities, family status, and political belief and affiliation.

**Application deadline is May 3, 2024**

Qualified applicants are invited to submit their resume and covering letter in confidence to:

<https://jobs.crelate.com/portal/healthassociation/job/4u9ixit9gzzm3cq5oqn7di86c>

By email: [careers@healthassociation.ns.ca](mailto:careers@healthassociation.ns.ca).

*Health Association thanks all applicants for their interest; however only those selected for interview will be contacted.*