



CASEY HOUSE

## Casey House

### Advanced Clinical Lead Job Posting

#### **POSITION SUMMARY:**

Casey House is a 13 bed sub-acute specialty hospital founded in 1988 under the Public Hospitals Act. Casey House provides a continuum of care in a home-like environment for adults living with and affected by HIV/AIDS through a comprehensive range in-patient and community care services. Casey House is committed to providing compassionate quality care by an extensive inter-professional team including medicine, nursing, social work, complementary therapies, and consulting infectious diseases, psychiatry, physiotherapy and occupational therapy.

The future of Casey House includes some exciting programmatic changes and by the fall of 2016 the organization will have a new state of the art home. The new Casey House will house not only our 14 bed sub-acute inpatient unit, but a large Day Health Program that will enable an evolution of care to support people living with HIV to successfully transition from hospital to community, promote a quality of life, encourage participation in a community and provide bio-psycho-social programming.

As the Advanced Clinical Lead you will be a leader of quality of client care through your abilities as an advanced practitioner, educator, mentor, researcher and consultant. You will provide professional practice leadership initially within the in-patient unit. Overtime, this role will expand to include the home care and the new Day Health Program. The successful candidate will role model clinical practice in complex care situations, and implement and evaluate best practice guidelines for clients with co-existing medical, mental health, and substance use challenges. Working within an active harm reduction approach and anti-oppressive framework, you will lead by clinical example with a commitment to compassionate, exceptional quality care.

#### **RESPONSIBILITIES INCLUDE:**

1. Assess & evaluate current client needs, staff assets and gaps in services, individual clinicians & overall clinical operations
2. Develop care competencies which integrates best/informed practice considerations for HIV, Mental Health and Substance use care
3. Teach, coach, mentor and monitor skills and abilities of nurses, and those of the broader clinical team across the spectrum of clinical care, with specific focus on complex clinical issues including medical, mental health and substance use considerations
4. Provide consultation services for clinical staff across all programs
5. In partnership with the Clinical Manager/Coordinator identify and address opportunities to improve clinical care and staff performance by motivating change, promoting performance enhancement and management activities, identifying and leading quality initiatives and providing feedback
6. Lead, implement and evaluate the implementation of best/ informed practice guidelines throughout the clinical environment
7. Uphold personal and professional ethics and values, integrating organizational values and mission
8. Role model true partnership with clients to empower, decrease marginalization, increase client and engage their strengths & cultural/ethnic uniqueness
9. Creative problem solving and dispute resolution to promote optimal client outcomes within a diverse inter-professional team
10. Partner with Clinical Manager, Data Integration Lead, and Transitions Lead to support the successful transfer of clinical services to the new physical environment, develop new and enhance existing programs to meet client needs, and educate/train/mentor staff regarding new clinical activities and technologies
11. Support the clinical and educational needs of staff to transition to the new model of care in new clinical environment
12. Promote an environment that creates a climate of continuous quality improvement

13. Engage in and promote research, program evaluation and special projects
14. Engage in inter-professional academic opportunities including development of learning materials
15. Participate in internal and external committees

## **QUALIFICATIONS**

1. Master's Degree in Nursing
2. Registration in good standing with the College of Nurses of Ontario
3. Minimum 5 years clinical experience involving medically complex clients with mental health and substance use issues
4. CNA certification in psychiatric/mental health nursing, community health or medical surgical nursing an asset
5. Extensive knowledge of best/informed practices for the care and treatment of complex medical and co-morbid conditions with associated mental health and substance use issues, and proven ability to integrate this knowledge into client-focused clinical care settings within an inter-professional clinical environment.
6. Extensive clinical practice experience from a harm reduction perspective with particular consideration to in hospital, community and home-based locus of care
7. Demonstrated: professional practice leadership, the ability to challenge and motivate others, research knowledge and skills, and commitment to enhancing academic endeavours
8. Project management / leadership experience with proven skills in change management & significant clinical evolution
9. Clinical practice experience from anti-oppression framework which not only considers issues of power, but actively works from a social justice perspective to identify, intervene with and address social inequities, with particular emphasis on the social determinates of health
10. Active professional practice activities and memberships
11. Possess excellent interpersonal, communication, negotiation, teaching and computer skills;
12. Bilingualism (French/English) or proficiency in a second language is considered an asset

## **OTHER INFORMATION:**

Full time (1.0 FTE ) management position.

37.5 hours per week primarily Monday to Friday with flexibility to ensure responsibilities are achieved with a 24 hour staff team.

After hours on-call supervisory responsibilities acting as a resource and formal decision support to inpatient and community clinicians.

**DATE OF POSTING:** April 17, 2015

**CLOSING DATE:** May 01, 2015

All interested applicants should forward an updated résumé to the Administrative Assistant to the Chief Nursing Executive/Director of Clinical Programs by **4 P.M. on May 01, 2015** at [lrhoden@caseyhouse.on.ca](mailto:lrhoden@caseyhouse.on.ca)