

## **ESPANOLA REGIONAL HOSPITAL AND HEALTH CENTRE**

### **Resident Clinical Coordinator, Long-Term Care Permanent Full-Time**

We are currently looking for a Permanent Full-Time (37.5 hours per week) Resident Clinical Coordinator for our Long-Term Care facility. The successful candidate will focus on several key elements – Restorative Care, the Resident Assessment Instrument (RAI), Dementia Support, Behavioural Support, and Clinical Leadership. Reporting directly to the Director of Care, the Resident Clinical Coordinator is a highly motivated individual who demonstrates the ability to successfully lead new initiatives, combined with exceptional problem solving, organizational and time management skills. In addition, the successful candidate will foster and support a team environment to ensure the attainment of our organization objectives and will act as a role model for all staff and promote the reputation of the facility in the community.

Qualified candidates will be registered in good standing as a Registered Nurse with the College of Nurses of Ontario, and will possess excellent communication and strong interpersonal skills. A minimum of three years clinical, program leadership, or program management experience working in a Long-Term Care facility is required.

#### **Qualifications and Competencies:**

- Current certificate of competence from the College of Nurses of Ontario; BScN preferred and a member of good standing.
- 3-5 years of nursing experience with geriatrics, rehabilitation, or long-term care nursing.
- Strong knowledge of the Fixing Long-Term Care Act, 2021 and related regulations.
- Proven ability to lead clinical teams and implement evidence-based improvements.
- Expertise in change management, policy development, and program evaluation.
- Strong leadership, communication, coaching, organizational, problem-solving, and analytical skills.
- Ability to work collaboratively within an interdisciplinary team.
- Proficiency in Microsoft Office and digital documentation tools.
- Certification or training in gerontology, dementia care, or behavioural support preferred.
- Proficiency with electronic health records, Point Click Care, and RAI-MDS software
- Strong ethics and reliability.
- Resident-centred care planning.
- Strong clinical assessment and documentation skills.
- Behavioural management and crisis intervention.
- Staff mentorship and education.
- Quality improvement and regulatory compliance.
- Effective communication and conflict resolution.

#### **Preferred:**

- Working knowledge of Infection Control
- Working knowledge of Palliative Care
- Working knowledge of Responsive Behaviors
- GPA Qualification
- Bilingual in French and English
- RAI-MDS Credentials

**Responsibilities:**

- Champion the integration of evidence-based practices into clinical programs, standards, and policies for the LTC home.
- Mentor and support LTC staff, promoting professional development and evidence-informed approaches to care.
- Support comprehensive resident clinical assessments and liaise with physicians & LTC staff to meet complex resident needs.
- Monitor outcomes, track progress, and prepare reports to inform ongoing planning and decision-making.
- Act as a liaison to support streamlined Emergency Department/Acute Care transitions.
- Serve as the facility's subject matter expert for RAI-MDS assessments and processes.
- Coordinate and conduct resident assessments, ensuring accuracy and compliance with provincial and federal regulations.
- Train and mentor staff in RAI documentation, assessment techniques, and data analysis to guide care planning.
- Ensure a resident assessment schedule is developed, completed, current and accessible to all RAI users.
- Oversee the RAI process according to home policies, MOHLTC regulations, College Standards of Practice and inter RAI requirements.
- Review, prepare and submit RAI data quarterly to the Canadian Institute for Health Information (CIHI).
- Provide ongoing leadership for education, data accuracy, data submission and computer applications of RAI
- Develop and oversee the Restorative Care and Recreation Program to maximize residents' functional abilities and independence.
- Collaborate with physiotherapists, occupational therapists, and other rehabilitation professionals to implement restorative programs. Collaborate with other staff and community partners/family members when required.
- Monitor resident progress, adjust interventions as needed, and document outcomes in accordance with facility policies.
- Support comprehensive cognitive and behavioural supports clinical Assessments.
- Lead the implementation of evidence-based dementia care strategies, including person-centred approaches, emotionally based programs, and non-pharmacological interventions.
- Collaborate with the Assistant Director of Care (ADOC), behavioural supports staff, interdisciplinary teams and families to develop effective support plans.
- Act as a clinical resource for Charge Nurses, assisting with complex resident care situations and decision-making.
- Facilitate communication between nursing staff, allied health professionals, ED/Acute departments to ensure continuity of care.
- Support Charge Nurses in managing staffing, workflow, and emergency situations.
- Support Physician rounding as required.

The wage range for this role reflects a 5-step grid from \$48.020/hour to \$54.046/hour. Starting wage range will be determined based on the successful candidate's qualifications and relevant experience.

**Please submit your resume and cover letter in confidence to:**

**Human Resources Manager**  
**Espanola Regional Hospital and Health Centre**  
**Email: [recruitment@esphosp.on.ca](mailto:recruitment@esphosp.on.ca)**

Thank you for your interest. This competition will remain open until the position is filled. Only applicants who have been selected for an interview will be contacted.

The Espanola Regional Hospital and Health Centre is an equal opportunity employer committed to inclusive, barrier-free recruitment and selection processes. If contacted for an employment opportunity, please advise if you require an accommodation throughout the recruitment process.