



Professional Practice Leader Permanent Full Time

Reporting to the VP Chief Nursing Executive, the Professional Practice Leader (PPL) drives evidence-based clinical practice and initiatives as they relate to the strategic directions of CMH. The PPL will ensure clinical practice, education, clinical orientation, and evidence-based practice are integrated across clinical departments and interprofessional teams. This role is responsible for co-leading implementation of leading and evidence-based practices aligned with CMH's Interprofessional Practice Framework.

Primary Duties

- Provides leadership in creating, articulating, and sustaining an interprofessional collaborative practice that emphasizes highest quality patient- and family-centred care
- Provides coaching, mentoring, and performance development to influence practice change and support translating knowledge transfer into practice
- Employs a collaborative leadership style to implement clinical practice initiatives (eg. Quality improvement and patient safety initiatives, best practice guidelines, clinical pathways, falls prevention, pressure ulcer prevention, etc.)
- Applies current knowledge of relevant healthcare legislation and application to practice
- Promotes and facilitates professional development and ongoing learning within the health disciplines
- Stays current with Ontario Health initiatives, regulations, practice directives or changes, and supports updates of current practices in accordance with Ontario Health direction
- Acts as a liaison with the regulatory colleges, educational institutions and professional associations for information, support of students, and scope of practice, professional standards and regulatory changes
- Supports strong interprofessional collaboration through the development of structures, processes and mechanisms that support positive patient outcomes
- Collaborates with leaders related to practice issues and areas for improvement related to incidents, and/or coaching and/or discipline and/or reporting to health professional regulatory colleges
- Enhances profession-specific and interprofessional peer support and consultation
- Ensures that staff members are provided with appropriate clinical orientation and education through needs assessment, research, design, delivery and evaluation
- Maintains active dialogue with staff and, where appropriate, facilitates collaboration in developing, implementing, integrating, and modifying practice and team processes to meet patient care needs
- Acts as a role model of professional practice and a mentor for clinical staff
- Demonstrates a commitment to continuous leadership development by attending conferences and/or meetings on behalf of the Hospital.
- Provides leadership and departmental support for the celebrations and communications surrounding professional practice recognition
- Facilitates change and potential need for change in the future and collaborates in the development of a strategy to accomplish a smooth change transition.
- Acts as a role model for staff promoting the hospital's purpose, values and internal culture.

Education & Experience

- Bachelor of Science in Nursing or Baccalaureate degree in a health-related field
- Current Basic and Advanced Cardiac Life Support (BLS and ACLS)
- Previous clinical leadership experience with the ability to motivate others is an asset
- Minimum of 5 years' experience working within an acute care environment
- Knowledge of Gentle Persuasive Approaches and Non-Violent Crisis Intervention an asset
- Knowledge of professional standards and current best practice guidelines
- Proficient in documentation within Epic EMR system an asset
- Theoretical knowledge and practice experience in adult education, including educational program planning, development, and evaluation an asset
- Demonstrated experience with program planning and evaluation and managing change initiatives an asset
- Demonstrated ability to provide excellent customer service when dealing with patients and families, colleagues, volunteers and other members of the community and public
- Demonstrated pattern of consistent attendance and capability of maintaining that same standard
- Previous experience with mentorship of new staff or students
- Demonstrated critical thinking, prioritization, and conflict resolution skills
- Experience in the development of policies, procedures, and knowledge transfer of these practices is an asset
- Membership in related professional association



CAMPBELLFORD MEMORIAL HOSPITAL

COMPASSION LEARNING & INNOVATION EXCELLENCE ACCOUNTABILITY RESPECT

Skills & Abilities

- Demonstrated competence in the design, delivery and evaluation of practice and education programs for staff in a health care environment required
- Demonstrated skills in the use of research in the practice setting, clinical education, planning, and consultation
- Demonstrated ability to systematically validate learning and ensure desired outcomes are realized and sustained
- Excellence in interpersonal skills and the ability to establish positive rapport and trust is required
- Advanced communication skills including the ability to effectively facilitate groups and present educational materials based on Adult Learning Principles
- Excellent organizational and time management skills required
- Working knowledge of Regulated Health Professionals Act, Regulatory College Standards and related health care legislation
- Ability to be self-directed and motivated
- Excellent computer skills including Excel, Word, PowerPoint, etc.
- As a single incumbent position, the ability to attend work on a regular and reliable basis is required
- Demonstrated ability to be flexible and handle multiple demands at a time
- Demonstrated ability to foster an inclusive workplace culture that values diversity and promotes equity and belonging

How to Apply:

Email your resume and cover letter to careers@cmh.ca with the job title and competition number **N24-25** in the subject line. Due to a high volume of applicants, only those selected for an interview will be contacted.

Our Hospital:

Campbellford Memorial Hospital is looking for compassionate and innovative individuals to join our team. At CMH we have a 38 bed Acute Care In-Patient Unit, a Special Care Unit, Endoscopy Surgical Suite, Radiology Department, Lab, Mental Health Clinic, Geriatric Assessment and Intervention Network, numerous Out-Patient Clinics and a fully equipped 24/7 Emergency Department. We serve approximately 40,000 Northumberland, Peterborough and Hastings County residents, as well as a large seasonal population of cottagers and tourists. Apply today to become part of our incredible team of warm and caring professionals.

Our Community:

Campbellford is a small, picturesque town in the heart of the municipality of Trent Hills. Living in Trent Hills will bring you closer to nature, offering an outdoor lifestyle with close proximity to the Trent Severn Waterway, Ferris Provincial Park, and a wealth of trails for ATVs and snowmobiles.

We thank all applicants for their interest in Campbellford Memorial Hospital. In an effort to promote employment equity, we welcome applications from all qualified individuals including Aboriginal persons, immigrants, members of minority groups, women and persons with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.
