

Community Team Manager, Seniors Mental Health Behavioural Supports Services (SMH BSS) Napanee & Belleville

Full Time

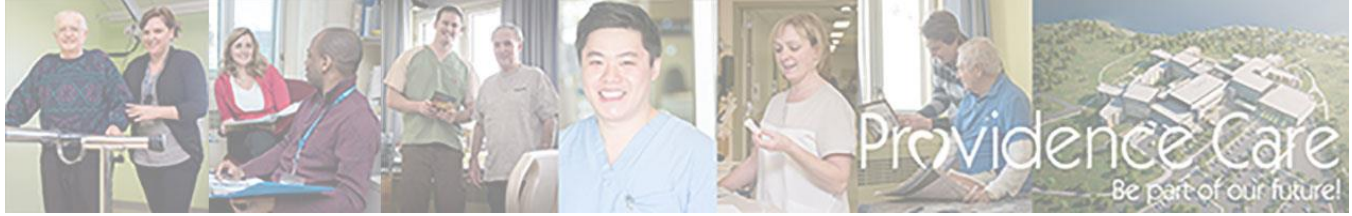
\$91,494.00 - \$107,659.50

Reference#:22-277A

The Community Team Manager, Seniors Mental Health Behavioural Support Services (SMH BSS) is responsible for leadership and management of the day-to-day clinical and general operational management within the community SMH BSS teams. In collaboration with the SMH BSS Regional Director, Clinical Director, and team members, the Community Team Manager builds partnerships and system linkages with local community partners (e.g. Long Term Care Homes (LTCH) and other community health and support services). Under general supervision of the Regional Director, the Community Team Manager ensures quality of care to clients, planning human and material resources, adhering to team specific standards and corporate policies and procedures. The Community Team Manager utilizes clinical experience, knowledge and leadership skills to manage recovery focused services delivered by the interprofessional team, supporting professional practice and peer review mechanisms designed to achieve optimal professional standards and practice. The Community Team Manager promotes service to clients and other community service providers facilitating person-centred community systems development.

• **Role Responsibilities**

- Leads the recruitment of new team members for the SMH BSS team, working with support from Human Resources to coordinate recruitment, interviewing, hiring and orientation, as needed
- Guides the professional development of staff including developing and implementing individualized orientation and learning plans and ensuring effective learning conversations with staff members
- Manages performance of direct reports including, ongoing coaching, mentoring, counseling and/or disciplinary action, involving other relevant stakeholders as appropriate (e.g. Human Resources, Regional Director, SMH BSS, Vice President, Community Programs & Long Term Care Home, Quality & Risk Management, Professional Practice)
- Resolves conflict and other labour relations issues, including grievance resolution, working through formal complaint/dispute resolution processes and administering the provisions of the applicable Collective Agreements
- Coordinates, reviews and approves scheduling of team members to ensure appropriate coverage, ensuring adherence to Employment Standards Act and Collective Agreement provisions
- Works collaboratively with interprofessional teams and community partners to ensure effective and efficient services are provided; identifies opportunities for service delivery improvement through collaboration with key stakeholders
- Ensures the coordination and integration of client information across the continuum of care, ensuring the monitoring of wait lists and overseeing transitions across sectors
- Participates in the design of SMH BSS through leadership and participation in design, capacity building, and quality improvement working groups
- Participates on community working groups and committees as appropriate, to exchange knowledge, and promote SMH BSS as a partner
- Assists in developing annual portfolio budget for approval of the Regional Director



- Manages annual portfolio expenditures within budget and submits budget reports as required, approving operating and capital expenditures within authorized limits

Required Qualifications and Experience:

- Degree in a Health Care Discipline; Masters' preferred
- Current unrestricted registration with the relevant Ontario professional college of discipline or eligibility to obtain
- Five years of progressively responsible experience in health care management including strategic, business and operation planning experience and administration of policies and procedures, preferably in a unionized environment
- Five years of experience in relevant health care practice including a focus on elder care and community mental health services
- An equivalent combination of relevant education and recent related experience, may be considered

Located in Kingston, Providence Care is Southeastern Ontario's leading provider of aging, mental health and rehabilitative care. Continuing the legacy of our Founders, the Sisters of Providence of St. Vincent de Paul, Providence Care provides care and services at Providence Care Hospital, Providence Transitional Care Centre, Providence Manor Long-Term Care home and community locations across Southeastern Ontario.

Providence Care is Fully-affiliated with Queen's University and St. Lawrence College; Providence Care is a centre for health care, education and research, and a member of the Council of Academic Hospitals of Ontario.

To apply for this position please email your Covering Letter and Resume quoting reference number in subject line to work@providencecare.ca

To learn more about Providence Care and other opportunities please visit:
<https://www.providencecare.ca/careers-volunteering/>

We are committed to inclusive and accessible employment practices – Please notify the above if you require an accommodation to fully participate in the hiring process or require recruitment documents in French.