



Director, Mental Health

Posting #: NU MH 19-015

Location: North Bay, Ontario

Known as Ontario's Gateway City, North Bay is located 3.5 hours north of Toronto and 3.5 hours east of Ottawa. With a population of 54,000, it is safe and welcoming community that offers a healthy and balanced environment for working, living and raising a family. North Bay boasts beautiful scenery, four distinct seasons of activities, adverse economy and a new state-of-the-art regional health centre which is an affiliation academic teaching centre with the Northern Ontario School of Medicine (NOSM). New Videos now available at <http://www.investinnorthbay.ca/about-us/videos>.

The North Bay Regional Health Centre (NBRHC) is a unique health care organization with three primary roles. It provides acute care services to North Bay and its surrounding communities, is a district referral centre providing specialist services for smaller communities in the area; and is specialized mental health service provider for the Northeast Region of Ontario which spans from Muskoka area to the Hudson Bay, and from the Quebec border to Sault Ste Marie. NBRHC has 409 beds and numerous outpatient and outreach services and is one of four major acute care hospitals in the Region. The others being Health Sciences North in Sudbury, Sault Area Hospital in Sault Ste Marie; and Timmins District Hospital in Timmins. The immediate area surrounding North Bay is also served by small community hospitals like Mattawa and West Nipissing General Hospitals.

A major teaching centre for students in medicine, psychiatry, nursing and allied health professions, NBRHC is proud to not only be affiliated with NOSM, but also Nipissing University, Canadore College and other Ontario colleges and universities. NBRHC chairs the development of regional Academic Health Science research Network to better address the unique needs of the north, overcome barriers that impact health care and ensure the transfer of knowledge into innovative evidence based care solutions.

The full job description can be viewed below.

North Bay Regional Health Centre offers competitive salary, vacation, extended health and dental benefits, and pension plan through HOOPP. Interested applicants are asked to apply directly to posting # NU MH 19-015.



VACANCY

**Permanent Full – Time
Director, Mental Health**

Reporting to the Vice President of Mental Health, the Director provides leadership to advance excellence in quality, person centered care and practice through the integration of a variety of programs and services. The Director is responsible to create the operational framework for interprofessional care and treatment of patients across district and regional tertiary care settings. The Director ensures programs and services integrate evidence informed practice(s) and ensure practices and processes support quality care and practice at the individual, team and system level. Working in partnership with senior leaders, managers and staff, and external stakeholders the Director takes a leadership role in creating a just culture of care that is evidence informed, responsive to internal and external issues/trends and is sustainable and consistent with the organizations strategic priorities. The Director oversees a team that is well versed in professional and regulatory matters, oversees and monitors physical, human, and financial resources, anticipating future changes that will affect service delivery.

Key Activities and Responsibilities:

- Together with senior leaders, directors, managers and physicians providing leadership to the mental health programs through active collaboration and inter-professional partnerships with internal and external stakeholders.
- Ensuring program services are delivered with clinical competence and the application and integration of professional standards and evidence based practices.
- Collaborating with managers to identify practice gaps, training and coaching needs for the program teams.
- Providing leadership to create and maintain practice environments that support a culture of safety and continuous quality improvement in partnership with staff, patients, and families.
- Provincial, Regional and District planning within the Mental Health portfolio; overseeing day to day operations of the inpatient units and outpatient service areas.
- Allocating, overseeing, and monitoring all physical, human and financial resources, and anticipating future changes that will affect service delivery.

Knowledge Skills and Abilities:

- Master's Degree in a related health care field with progressive leadership experience in Mental Health preferred; Undergraduate Degree with a suitable combination of progressive years of experience considered.
- Current registration with a regulated College.
- Knowledge and application of the Forensic Framework considered an asset.
- Clinical experience with community mental health and/or acute inpatient mental health.
- Demonstrated leadership experience and skills/abilities to work with teams of varied disciplines.
- Demonstrated experience as a clinical operations leader; committed to the continuous improvement of high quality standards the program requires.
- Experience at a management level within an environment of significant change and restructuring.
- Excellent demonstrated communication and reporting skills (oral and written).
- Must be able to function independently and as an active member of the multi-disciplinary team.
- Computer application experience required (Meditech, Microsoft Office and Outlook).
- Bilingualism (English/French) considered an asset.
- Criminal Reference Verification (recent as of three months) will be required (see note*).

Working Environment:

- On site at North Bay Regional Health Centre with frequent travel within the District and across the Region.
- Some planned and predictable travel within the Province.

Personal Suitability:

- Ability to develop and maintain strong system partnerships and collaborative processes.
- Effective time management skills and the ability to manage multiple ongoing priorities.
- Demonstrated commitment to ongoing professional development.
- Demonstrated professionalism in dealing with confidential and sensitive issues.
- Demonstrated positive work record and excellent attendance record.
- Ability to meet the physical and sensory demands of the job.
- Ability to work in a fast paced, high volume work environment.
- Ability to travel.

Demands of Position (Other)

- Continuum of services includes crisis intervention, acute treatment, and stabilization; requires an ability to move from one service component to another seamlessly to safely serve patients and clients and support staff.
- Fast paced clinical environment with high clinical demands; work activities involve the need to concentrate with an attention to detail, to be able to assess and evaluate information from a variety of sources.
- Required to participate in NBRHC administrative on call schedule.
- Intermediate to frequent amount of time sitting in place, standing, walking and sustained keyboarding.
- May be required to work evenings and weekends.

All Employees Must:

- **Support North Bay Regional Health Centre's Mission, Vision, and Values**
- **Complete Mandatory Training within the prescribed timelines.**
- **Support and contribute to a culture of safety and prevention of adverse health events.**

The position supports and ensures excellence in care delivery, improvement in health outcomes, and achievement of standards of care established by NBRHC and Ministry of Health and Long Term Care.

**Criminal Reference Check including the Vulnerable Sector Check:
recent, within three (3) months is a Requirement.**

For an opportunity to be part of our exciting future, please submit your resume and covering letter quoting
File NU MH 19-015 to:

Human Resources

50 College Drive

P.O. Box 2500

North Bay, ON P1B 5A4

Email: careers@nbrhc.on.ca Fax: (705) 495-7977

We are an equal opportunity employer. We thank all applicants for their interest. An acknowledgement will be sent only to those candidates who will be interviewed.