

JOB POSTING

Vice President, Clinical Services and Chief Nursing Executive (CNE)

R/25-32



St. Joseph's Health Centre Guelph is looking for the next clinical executive that will oversee hospital and community support services across Guelph's campus of care! This exceptional leader will provide strategic and operational leadership in the areas of nursing professional development, quality improvement, clinical service delivery, and fiscal and human capital planning and execution.

St. Joseph's Health Centre Guelph (SJHCG) is a leader in providing outstanding health care and support to clients (residents, patients, participants), families, and the broader community. SJHCG provides a continuum of integrated services that provide innovative and integrated solutions for older adults and caregivers. SJHCG's campus of care includes long-term care, post-acute care (rehabilitation, complex medical, palliative), transitional care, Seniors affordable housing, Adult Day Programs, Respite Care, social, recreational and intergenerational programming, seniors outreach (Nurse Led Outreach Team, Community, Retirement and LTC Behavioural Supports Ontario, Specialized Geriatric Services) and social enterprise partnerships.

The position:

- **The Vice President, Clinical Services and Chief Nursing Executive (VP/CNE)** provides strategic and operational leadership for all clinical services, including nursing professional development, quality improvement, clinical service delivery and fiscal and human capital planning and execution, in service of the SJHCG mission, vision and values.
- Reports to the President, SJHCG, and partners closely with the Senior Leadership Team, in particular, the Chief of Staff.
- Plays a key leadership role in hospital strategic planning, operational leadership planning, decision making, and the delivery of high-quality clinical services, patient and client care and experience.
- Provides operational oversight over all hospital and ambulatory services across the Guelph campus of care, as well as the Nurse Lead Outreach Team (NLOT), Community Support Services, Spiritual and Religious Care and Ethics.
- Provides leadership for regional programs including but not limited to geriatric services, older adult strategies and integrated patient care.
- Provides key leadership and support to the clinical services teams and management on the day-to-day operational issues and escalations.

- Provides leadership to a unifying model of nursing professional practice that links standards of practice, standards of care and common practice culture that supports resident/client multidisciplinary care; while championing a clear commitment to advancing excellence and innovation in nursing and interprofessional practice, the research agenda, academic partnerships, and evidence-based practices.
- Builds strong relationships with internal team members and many regional partners including acute hospitals, post-acute hospitals, and community and regional service providers to advance the provision of services to older adults.
- Champions compassionate, person-centered care, through continuous quality improvement, quality performance, safety and risk management programs.
- Creates a healthy, safe and inclusive environment where everyone belongs and is committed to Indigenous Truth and Reconciliation
- Pushes for excellence and exemplary patient-centered care through innovation, teamwork and evidence-based practice, while leading others with compassion, accountability and respect, in alignment with SJHCG's core values.
- Demonstrates courage, curiosity, and intellectual capacity to identify bold solutions to complex problems and capitalize upon new ideas, tools, and technology.
- Cultivate partnerships with nursing schools to enhance clinical placements, shape curricula, and provide effective learning experiences for nursing students and staff.
- Promote the development of nursing leadership by creating opportunities for staff to grow and showcase their skills, while driving innovation and excellence in nursing practice.
- Foster a collaborative practice environment that supports the consistent implementation of nursing best practices, ensuring alignment with College of Nursing of Ontario standards.

The ideal candidate:

- Seven (7) to ten (10) years' clinical hospital leadership experience;
- Registered Nurse in good standing with the College of Nurses of Ontario;
- Undergraduate degree in nursing with a Master's Degree in relevant field;
- Transformational healthcare leader, with a commitment to building relationships, implementing clinical best practices, and building a high-performance culture;
- Experience leading in a complex, multi-stakeholder, unionized environment;
- Demonstrated success balancing operations and strategy in similar, complex healthcare organization;
- Demonstrated knowledge and understanding of the healthcare system and relevant policy, legislation and regulations;
- Demonstrated passion and commitment to professional development and continuous quality improvement;
- Demonstrated vision for professional practice, nursing, and a patient-centered care philosophy;

It's a great time to help shape how health care is delivered in Ontario. To apply to this exciting opportunity, please submit a curriculum vitae in confidence, outlining how your knowledge, experience and personal attributes are a good fit with the requirements of this position and the values of St. Joseph's Health Centre Guelph by **April 25, 2025, at 11:59PM** to:

SJHCG Applicant Tracking System [Career Opportunities - St. Joseph's Health Centre Guelph](#)

Should you have questions please reach out to:

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St. Joseph's Health Care Centre Guelph recognizes the importance of immunization to protect our residents, staff and others from COVID-19. As such, subject to any accommodation required by applicable human rights legislation, it will be a condition of employment that all new hires have received all required doses of a COVID-19 vaccine approved by Health Canada.

St. Joseph's Health Centre Guelph is an equal opportunity employer and strives for equity, inclusiveness, and diversity in all programs, facilities, and people. St. Joseph's Health Centre Guelph is committed to creating a barrier-free, accessible organization, and will work to accommodate any needs under the Accessibility for Ontario for Disabilities Act and the Ontario Human Rights Code. Should any applicant require accommodation through the application process, please contact Human Resources at employment@sjhcg.ca for assistance. If the applicant requires a specific accommodation because of a disability during an interview, the applicant will need to advise the hiring manager when scheduling the interview and the appropriate accommodations can be made.

We appreciate all responses; however, only candidates under consideration will be contacted.