

## VACANCY POSTING

<b>Vacancy:</b>	Manager of Professional Practice, Education and Clinical Systems Integration
<b>Description of Position:</b>	Permanent Full time
<b>Number of Vacancies:</b>	1 Position
<b>Unit:</b>	Education
<b>Employee Group:</b>	Non-Union Management
<b>Annual Salary:</b>	\$98,114.25 - \$115,067.55
<b>Date Posted:</b>	August 29, 2025
<b>Closing Date &amp; Time:</b>	September 5, 2025 at 1700 hours
<b>Reference Number:</b>	25-168 FT MGR PP, EDU & CIS

*Please note: this posting is for an existing vacancy*

## ROLES AND RESPONSIBILITIES

### PATIENT SAFETY

Every employee's responsibility is to ensure that the hospital's patient safety goal continues to be the centrepiece of our quality and risk management program and that every patient is treated within a safe environment. To ensure compliance with this goal, each employee must:

- Find, report, and prevent incidents/near misses or adverse effects
- Communicate/report areas of concern immediately to your Manager
- Complete a Near Miss Form or Incident Report to communicate or report incidents or near misses

### SUMMARY OF POSITION:

The Manager, Professional Practice, Education & Clinical Systems Integration provides leadership in advancing professional practice, staff education, project management, and the adoption of clinical information systems. Acting as an educator, facilitator, and change agent, the role ensures that practice standards, education initiatives, and digital solutions align with WDMH's commitment to Compassionate Excellence. The Manager may also oversee teams, employees, and clinical champions to support education, professional practice, clinical systems, and project implementation. By integrating education, professional practice, and clinical systems optimization, this role enhances the hospital's capacity to deliver safe, high-quality, patient-centered care.

## NATURE AND SCOPE OF WORK

### Leadership

- Provides strategic leadership to advance nursing and interprofessional practice, staff development, and clinical transformation across the hospital.
- Champions WDMH's culture of Compassionate Excellence, modeling accountability, collaboration, and a commitment to safe, patient-centered care.
- Anticipates and responds to emerging trends in health care (e.g., clinical information systems, evolving professional regulations, workforce development) and acts as a change agent aligning initiatives with organizational priorities.

- Fosters a culture of transparency and continuous improvement by cultivating strong partnerships with staff, physicians, leaders, and external stakeholders.
- Embeds the patient and family voice into education, and quality and safety initiatives, ensuring care decisions reflect lived experiences.
- Strengthens regional and provincial partnerships to support integration, shared learning, and alignment with Ontario Health strategies.

### **Professional Practice**

- Provides leadership in advancing nursing professional practice while supporting the broader scopes of practice of other regulated health professionals in collaboration with discipline-specific leaders and content experts.
- Supports compliance with regulatory and legislative requirements (e.g., CNO, COTO, CPSO, CPO, Accreditation Canada).
- Champions evidence-informed practice and fosters innovation in care delivery across professions to improve patient outcomes.
- Contributes to the development, implementation, and evaluation of interprofessional clinical policies, protocols, and procedures.
- Acts as a liaison between frontline staff, leadership, and external professional bodies to strengthen professional standards.
- Co-leads the Professional Practice Advisory Committee and participates in interprofessional committees and working groups.

### **Education & Staff Development**

- Provides leadership for hospital-wide education and professional development for all staff.
- Identifies organizational learning needs and designs education programs that enhance competency, workforce safety, and interprofessional collaboration.
- Oversees corporate orientation, ongoing professional development, and skills training in collaboration with internal and external content experts.
- Incorporates multiple modalities for learning, including classroom teaching, e-learning, simulation, and self-directed approaches.
- Manages use of the Learning Management System (LMS) to coordinate, deliver, and evaluate education activities.
- Ensures education programs align with Accreditation Canada standards and support organizational goals for quality and safety.

### **Clinical Project Management**

- Provides leadership in planning, executing, and evaluating projects that support professional practice, education, patient safety, and organizational priorities.
- Supports development of business cases, project charters, and planning documents to support all stages of the project life cycle.
- Supports project teams, stakeholders, and champions to ensure successful delivery of initiatives.
- Supports monitoring of project scope, timelines, risks, and deliverables, adjusting as required.

### **Clinical Information Systems (CIS)**

- Supports the clinical liaison between clinical teams, CIS and ICT in the planning, implementation, and optimization of clinical systems.
- Ensures clinical workflows are standardized, efficient, and aligned with professional practice standards.
- Facilitates end-user engagement, training, and adoption to enhance usability, safety, and data quality.
- Identifies opportunities for clinical digital tools and innovations that improve patient care, staff efficiency, and system integration.
- Evaluates CIS initiatives through data collection, outcome measurement, and user feedback.

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## QUALIFICATIONS

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- Registered Nurse in good standing with the College of Nurses of Ontario (CNO).
- Bachelor of Science in Nursing (required)
- Master's degree in Nursing, Education, or related field preferred.
- Minimum five (5) years of progressive experience in adult education, facilitation, and e-learning design, with demonstrated application of adult learning principles and organizational development.
- Strong knowledge of clinical nursing practice and CNO Standards of Practice.
- Proven experience leading projects, including quality improvement and change initiatives, with knowledge of project management methodologies (e.g., PMI framework, Lean process improvement).
- Skilled in facilitation, consultation, and presentation, with the ability to communicate effectively across disciplines and at all levels of the organization.
- Demonstrated ability to work collaboratively within interprofessional teams and independently with minimal supervision.
- Strong customer service orientation with the ability to support and advise internal stakeholders.
- Proficiency with Microsoft Office Suite; experience with e-learning development, and Learning Management System (LMS) implementation.
- Familiarity with current trends in professional practice, education, clinical systems, and organizational development.
- Excellent attendance
- Ability to relate well with patients, members of the health care team and the general public
- Responsible for own professional development
- Obtain a satisfactory Police Check (vulnerable sector)

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## ALIGNMENT WITH WDMH COMMITMENT STATEMENT

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The duties and responsibilities of this position include alignment with the Winchester District Memorial Hospital's Commitment Statement. It is the Hospital's mandate to ensure that all employees adhere to the following as a duty of their employment:

### ***Our Commitment***

*We are here to care for our patients with compassion - close to home and with our partners.*

*We pursue excellence in all we do.*

*We are one team. We value respect, accountability, innovation, and learning.*

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## APPLICATION INFORMATION

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Further information is available from **Janie Desroches at extension #6351**. Interested employees should apply in writing, by email only indicating their qualifications to Brenda Fancey, Corporate Manager - Recruitment, Compensation and Benefits at [bfancey@wdmh.on.ca](mailto:bfancey@wdmh.on.ca). When applying for any posted vacancy it is mandatory that you provide a thoroughly completed Application for Employment or attach a resume with all of the necessary information to assist in determining whether you meet the requirements of the position as outlined on the posting. Failure to do so will result in your application being screened out of the competition.

**At WDMH, we want you to experience work that is positive and rewarding -- in a safe, supportive and professional environment. We are driven by Compassionate Excellence and are committed to providing an inclusive and barrier-free work environment. We invite all qualified applicants to explore careers with WDMH. Accommodations are available on request for candidates taking part in all aspects of the selection process.**