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## VACANCY POSTING

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<b>Vacancy:</b>	Registered Nurse, Team Leader
<b>Description of Position:</b>	Permanent Full time
<b>Number of Vacancies:</b>	1 Position
<b>Unit:</b>	Medical Surgical, Enhanced Care & Complex Continuing Care Units
<b>Wage Grid:</b>	\$44.48 - \$61.92
<b>Employee Group:</b>	ONA
<b>Shift Work:</b>	May be required
<b>Weekend Work:</b>	May be required

<b>Date Posted:</b>	December 3, 2025
<b>Closing Date &amp; Time:</b>	December 10, 2025 at 1700 hours
<b>Reference Number:</b>	25-215 FT RN TEAM LEADER M/S ECU CCCU

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## ROLES AND RESPONSIBILITIES

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### 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:

Reporting directly to the Clinical Manager, the Team Leader's authority is to make nursing practice decisions in their area of specialty as broadly defined by the Winchester District Memorial Hospital, and CNO standards of practice. Responsibilities encountered by the incumbent include ensuring appropriate staffing levels, assignments, troubleshooting, replacing equipment and supplies to ensure each patient receives optimal care. The Team Leader would facilitate product knowledge for new or changed equipment. The Team Leader would act as the clinical lead and be responsible for orientation for new clinical practices and staff. The Team Leader would be a member of the Medical Care team. The Team Leader would promote team efforts with physicians, department staff and internal/external departments.

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## NATURE AND SCOPE OF WORK

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### REGISTERED NURSE:

- Uses the nursing process effectively in delivery of care
- Conducts admission procedures and a nursing history
- Assesses patient needs in consultation with team members and develops appropriate care plans
- Participates in unit's nursing audit and Quality program
- Provides health teaching to patients/families
- Co-operates with affiliated secondary schools, colleges and universities in providing learning opportunities to students

- Works co-operatively and collaboratively with all members of health care team in planning and provision of care
- Practices within their scope of practice as per the policies of WDMH and the College of Nurses of Ontario (CNO)
- Maintains competency relative to current practice through active participation in in-service and continuing education programs
- Delegates functions appropriately and provides effective supervision for those team members to whom delegates tasks
- Provides patient care and administers medications according to accepted standards of practice and CNO
- Utilizes narcotics in accordance with all standards and legislation
- Regularly attends department meetings
- Practices with due regard for the security of the building and of co-workers, as well as for approved budgets
- Assists with care on units other than her/his usual unit as required
- Assists in the orientation of new employees
- Works as a facilitator of change, supporting frontline staff and Clinical Managers.

#### **TEAM LEADER:**

- Assists the Clinical manager with the coordination of supplies, equipment and staffing in the unit. This involves input in performance evaluations, interviewing, hiring and counseling employees
- Identifies and monitors quality improvement activities
- Identifies and monitors staff education and development. This may include conducting in-services, staff development programs and orientation
- Facilitates appropriate staffing levels for the department
- Investigates incident reports on patient care safety and reports to the manager
- Facilitates a preceptor for nursing students
- Serves as a resource to external contacts and hospital staff in coordinating the repair, replacement and evaluation of instruments and equipment
- Maintains inventory of specialized items and ensures items are available
- Maintains safe and therapeutic patient care environment
- Meet regularly with Clinical Manager and or as needed
- Represent the interests of WDMH on all internal and external committees as required.
- Other duties as delegated by Clinical Managers

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#### **QUALIFICATIONS**

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- BScN – 4-year degree from a Canadian University or equivalent
- Currently registered with the College of Nurses of Ontario as a Registered Nurse
- Specific Unit experience (5 years +)
- Critical Care and diversity in nursing practice/experience
- Demonstrated competence in nursing practice
- Additional current certification / courses (as required) pertinent to the areas of practise (as determined in specific Job Postings requirements)
- Strict confidentiality of all patients and hospital related information
- Demonstrated ability to work in and lead within a team framework
- Excellent communication skills
- Computer literacy

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#### **UNIT SPECIFIC QUALIFICATIONS**

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- Recent (within the past 2 years) medical surgical nursing experience preferred
- Cardiac Monitoring knowledge an asset
- Recent Critical Care nursing experience (within last 2 years)

- Successful completion of a Critical Care or Emergency Nursing Program preferred
- Knowledge of RPN full scope duties – Applicants must be aware of CNO RN/RPN 3 factor framework
- Keen interest in Gerontological and Rehabilitative nursing
- Recent (within the past 2 years) experience in Gerontological and Rehabilitative nursing an asset
- Current ACLS required
- Current BCLS certification

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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 **Sean Burnett, Clinical Manager at extension #6339**. Interested employees should apply in writing, by email only indicating their qualifications to Brenda Fancey, 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.