

Posting Number: 36388
Post: March 18, 2013
Remove: March 24, 2013
Management



London Health Sciences Centre

Coordinator Regional Renal Program - Full Time

Cancer Care, Pharmacy Services & Renal Services

The LHSC Regional Renal Program provides a comprehensive offering of pre-dialysis and renal replacement therapies for LHSC patients. The LHSC Regional Renal Program has an exciting opportunity for you to advance your leadership skills in a fast-paced, dynamic environment and to influence priority setting for the program as a whole.

Reporting to the Manager, Renal Program, the Coordinator, Regional Renal Program is accountable for the front-line leadership of both renal biomedical and dialysis technical staff in the Renal Program. The Coordinator is accountable for the day-to-day activities of renal technical services at three hospital sites, eight satellite dialysis centres, and service activities related to the regional home program. In addition, the Coordinator provides LHSC leadership representation to more than 90 regional staff members and is the hospital liaison for renal related issues in the region.

The role includes the coordination and monitoring of human and material resources to ensure long-term departmental and organizational goals and objectives are achieved. The Coordinator is responsible to maintain a high level of customer satisfaction, work with staff to achieve departmental metrics, ensure safety standards are met, complete performance development reviews, provide mentoring to staff, and ensure appropriate deployment of departmental resources.

The role includes development and support of a healthy workplace that fosters effective working relationships within the team and facilitates quality improvement initiatives. A major focus of the role is developing effective working relationships and linkages within the team and with their peers at the eight regional satellite centres, ensuring effective communication and utilization of the sites and efficient repatriation of renal patients from LHSC to the appropriate satellite.

This is a unique career-building opportunity to showcase your strengths and talents. We want to hear from those who have prepared themselves for responsibility in leading this portfolio in their next role! To be successful in this role, applicants who possess the following critical competencies and qualifications are encouraged to apply.

Critical Management Competencies:

- Service, Quality & Safety Orientation
- Holding Self & Others Accountable
- Impact and Influence
- Leadership Presence

Other Management Competencies:

- Interpersonal Sensitivity
- Strategic Orientation
- Business Acumen
- Results Orientation
- Developing Others
- Visionary Leadership

Qualifications:

- Successful completion of a recognized College or University Program in a related field or equivalent acceptable to the Hospital (e.g. consideration given to working toward a degree combined with additional directly related experience); post-graduate education preferred
- Minimum three (3) years of expertise in Biomedical Engineering or Engineering/Technology, or Nursing or health-care related field, or equivalent, preferably in an acute care academic teaching hospital
- Minimum two (2) years progressively more responsible experience in a leadership role
- Fluent with computer systems such as email, word processing, spreadsheet applications, presentations, etc.
- Demonstrated behaviours supporting our Core Values of Respect, Trust and Collaboration
- Demonstrated knowledge of and commitment to patient and staff safety at LHSC
- Demonstrated experience with the principles and practice of Shared Leadership
- Knowledge and comprehensive understanding of labour relations and hospital operations preferred
- Understanding of and experience with workload measurement, staffing/scheduling and budgeting an asset
- A proven track record of fostering collaborative partnerships in a multi-site environment & successful transition/change management
- Demonstrated commitment to the development of professional practice, mentorship, life-long learning and excellence in patient care
- Strong participatory leadership, team consensus-building and highly developed organizational skills
- Excellent and effective abilities in both oral and written communication skills, including strong negotiation and conflict resolution skills
- Highly developed critical thinking skills with an innovative approach to analyzing and solving problems
- Excellent problem solving, decision-making, planning and evaluation skills
- Recognition & understanding of Emotional Intelligence (EI) & how EI is applied in practical situations, assessing emotional factors
- Demonstrated ability to effectively work with diversity, appreciating that different opinions, backgrounds and characteristics can bring richness to the challenge at hand
- Demonstrated ability to balance multiple and competing priorities on a daily basis; strong capacity for time and organizational management in a fast-paced, multi-site work environment
- Demonstrated ability to attend work on a regular basis

We foster a culture of patient and staff safety whereby all employees are guided by LHSC's Mission, Vision, Values and Code of Conduct. If interested in this leadership opportunity, please prepare your submission and forward to Julie Webster-Rogers no later than March 24, 2013.

Submission Requirements: (submit electronically by deadline date)

- Cover Letter, Resume, and Listing of Education, Credentials & Certifications
- Written summary identifying how you demonstrate LHSC Core Values (less than 150 words)

Julie Webster-Rogers, Management Recruitment Consultant
LHSC Human Resources

Email: julie.websterrogers@lhsc.on.ca