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Post: December 17, 2013
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Management



London Health Sciences Centre

Manager, Psychology & Social Work Practice – Full Time Professional Scholarly Practice

An exciting opportunity to impact and lead the professions of Social Work and Psychology at London Health Sciences Centre (LHSC) within the Professional Scholarly Practice portfolio - supporting clinical, academic and research psychologists as well as social workers as the Manager for Psychology & Social Work Practice. In this administrative position, the Manager will apply fundamental knowledge of business administration along with strategic management and leadership. The successful candidate will be uniquely positioned to maximize the professional practice of both Psychology and Social Work, promoting exemplary interprofessional collaboration and patient outcomes.

Reporting to the Director, Nursing & Allied Health Professional Scholarly Practice, the Manager, Psychology & Social Work Practice is accountable to represent the Psychologist and Social Worker professions within a program management structure and to influence the continuing advancement of these practices within an interdisciplinary model.

The Manager provides direct leadership to the Coordinator, Psychology Training and indirect leadership to Psychologists, Social Workers, and support staff, actively supporting clinical leaders in the performance assessment and interview processes. The Manager oversees the leadership of the London Clinical Psychology Residency Consortium; monitors and maintains professional standards and codes of ethics; advocates for the professions in the delivery of patient-centred care; and ensures that professional credentials of staff are current and congruent with psychology and social work positions.

The role promotes, supports, and facilitates psychology and social work-specific and interdisciplinary research; evaluates outcomes of structures and processes; and works with management in the patient care units regarding appropriate utilization of services across the hospital.

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

Critical Management Competencies:

- Interpersonal Sensitivity
- Impact and Influence
- Developing Others
- Leadership Presence

Other Management Competencies:

- Strategic Orientation
- Service, Quality & Safety Orientation
- Holding Self & Others Accountable
- Visionary Leadership
- Business Acumen
- Results Orientation

Qualifications:

- Successful completion of a Doctorate in Psychology
- Registration as a Psychologist with the College of Psychologists of Ontario
- Minimum five (5) years of experience in progressively more responsible leadership roles in a healthcare environment (academic acute care hospital preferred)
- Extensive involvement with the Canadian Psychological Association and the London Clinical Psychology Residency Consortium
- Proficient with computer systems such as email, MS Word, MS Excel and MS PowerPoint
- Demonstrated behaviours supporting the Core Values of Respect, Trust and Collaboration
- Demonstrated knowledge of and commitment to patient and staff safety
- Demonstrated ability to effectively and efficiently manage human and fiscal resources; progressive budget planning and management experience required as well as knowledge of hospital operations preferred
- Demonstrated strong participatory leadership and team building skills
- Excellent interpersonal skills with the ability to build partnerships and generate consensus
- Excellent and effective abilities in both oral and written communication skills, including strong negotiation and conflict resolution skills
- Highly developed organizational skills with a track record of achieving results
- Innovative critical thinking skills with the ability to analyze and problem solve
- Demonstrated experience with organizational change and quality improvement initiatives
- Excellent decision-making, strategic planning experience and evaluation skills
- Recognition, understanding and demonstrated Emotional Intelligence (EI), particularly emotional self-awareness, assertiveness, optimism, stress tolerance and empathy in a variety of situations
- 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 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.

Submission Requirements: (submit electronically by deadline date)

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

Julie Webster-Rogers, Management Recruitment Consultant
LHSC Human Resources

Email: julie.websterrogers@lhsc.on.ca