

## **Clinical Supervisor – NICU – Regular Full-time**

### **Job Summary and Qualifications:**

To support us on our journey, Sunnybrook Health Science Centre is looking for a Supervisor to support the Neonatal Intensive Care Unit in the DAN Women and Babies Program at our Bayview Campus.

As a member of the leadership team, the Clinical Supervisor is responsible for supporting the daily operations of the Neonatal Intensive Care Unit and reports directly to the Patient Care Manager. The Clinical Supervisor will participate in and support the development and implementation of departmental goals, change initiatives, quality and safety programs; professional development initiatives, performance management, recruitment/selection process and program development.

### **Summary of Duties**

- Responsible for the daily co-ordination of unit activities, patient flow, family complaints, risk issues, staffing, supply/equipment needs.
- Responsible for coordinating the maintenance and monitoring of information technology systems that support practice including those related to new or existing equipment.
- Leads and participates with PCM and other members of the interprofessional team in quality improvement, safety and professional development initiatives, performance management of staff nurses, recruitment and hiring.
- Responsible for coordinating equipment management and maintenance.
- Ensures environmental issues are addressed.
- Provides leadership coverage for NICU when the PCM is absent, in coordination with covering W&B PCM.
- In collaboration with the PCM, participates in Occupational Health and Safety unit assessments and interventions, and in Quality and Risk

Management as it relates to safety reporting and managing patient/family concerns.

- Any other duties as delegated by the PCM.

### **Qualifications/Skills**

- Completion of a Baccalaureate Degree in Nursing or other related health professional field.
- Masters preparation preferred
- Registration in good standing with the College of Nurses of Ontario or another regulated Health Professional College
- 3 – 5 years recent experience in the NICU
- Previous leadership experience preferred (e.g. formal leadership role, team leader or mentor)
- Demonstrated competence with clinical/system computer applications (i.e. Sunnynet, MetaVision etc)
- Ability to utilize information technology
- Evidence of continuing education and professional development
- Demonstrated knowledge of patient and family centered care and customer service principles
- Demonstrated evidence of mentoring skills
- Effective verbal and written communication skills, interpersonal and customer services skills
- Excellent organizational and time management skills
- Excellent decision making, problem recognition, problem solving skills, negotiation and conflict resolution skills
- Experience leading or supporting change initiatives within complex environments

- Commitment to collaborative practice
- Ability to work effectively and independently under stressful conditions
- Demonstrated commitment to principles supporting excellence in patient experience, continuous quality improvement, risk management, human resource management, financial health, patient flow and resource efficiency, leadership and development.
- Demonstrated satisfactory work performance and attendance history