

Nurse Education Leader (Temporary till March 31, 2023)

Become a part of our caring, professional team!

Our new facility is home to over 200 individuals this year and we are seeking talented, passionate individuals to join our team.

Villa Cathay Care Home is committed to providing the highest quality individualized and professional care to our seniors. By creating a safe, warm, and culturally focused Home, our elderly residents and their families find comfort and respect. Our interdisciplinary team of professionals provide care with love and respect, honoring the dignity of seniors.

What you'll do

Reporting to the Executive Director, the Education Leader promotes positive, nurturing experiences for residents at Villa Cathay by educating, mentoring, and coaching the direct care and service staff, students, and volunteers to perform according to best practice standards.

The incumbent is responsible for developing and delivering orientations to new staff, setting and evaluating performance milestones with staff, providing coaching and real-time teaching, devising staff in-service plans in collaboration with other leaders, and supervising practicum students, and evaluating the learning and education plans to uphold and enhance care standard and to deepen the person-centered culture in the organization.

Educator Leader is a special project, term-specific position. The Education Leader will establish various internal training materials and reference resources at the end of the project to build the continuous resident experience enhancement practice to so that the impact of this special project can sustain for current and future residents.

Key Responsibilities

1. Develop and deliver education modules for new staff orientation and ongoing professional development based on the person-centered care philosophy and evidence-based practice towards the organizational mission and values.
2. Conduct in-person discussion and analysis with point-of-care staff or the interdisciplinary team leaders to facilitate the implementation of resident-centered staff schedule and routine.
3. Arrange training schedule to maximize participation and, in cost effective manner, coordinate with relevant parties. Establish continuous improvement processes for education plans, sessions, and uptake.

4. As a member of nursing leadership team, provide leadership on process improvements in workflow and quality enhancement in practice standards to improve resident care.
5. Provide one-to-one coaching and identify the strengths of staff in delivering and fostering person-centered care practice while setting behavioral milestones for staff to work towards.
6. Act as the organization's designated representative and trainer for regional practice updates, initiative, and the lead trainer for the organization.
7. Collaborate with fundraising team to prepare donor accountability reports regarding the impact of this special project to residents and person-centered, culturally oriented care.
8. Develop, compile, and organize a reference binder (paper and electronic) as a practice resource for staff.
9. Screen, select, and arrange further practicum requests in collaboration with the Human Resources Coordinator.
10. Liaise with the post-secondary training institutions and coordinate the student placement. Provide site orientation to the students and practicum instructors to promote a positive practicum experience and partnership.
11. Conducts performance and practicum evaluations.

Completes other duties related to the position as assigned.

What you bring

Education, Training and Experience:

- Current practicing registration with BCCNM.
- Baccalaureate degree in nursing plus five years of recent experience in long-term care.
- Two years of experience in delivering nursing education and demonstrated competencies in leadership.
- Valid first aid and CPR-C certificate
- Post graduate courses and/or certification in Gerontology an asset.
- OR the equivalent combination of education, training, and experience

Knowledge, Skills, Abilities and Attributes:

- Outstanding leadership skills to engage and motivate people towards meeting organizational goals.
- Solid knowledge and skills in change management to overcome challenges with culture change.
- Comprehensive knowledge in adult learning principles and motivation.
- Demonstrated ability to assess individual and group learning needs, develop teaching/learning modalities and education materials that promote best practice.
- Demonstrated ability to develop and evaluate health education resources.

- Demonstrated ability to adapt to the changing health system and an understanding the broad determinants of health.
- Demonstrated ability to deal with a variety of situations and responsibilities requiring initiative and professional judgment.
- Comprehensive knowledge of other health care disciplines and their role in resident care.
- Broad knowledge of the local community and regional initiatives that may impact resident care, resource access, or practice guidelines.
- Demonstrated ability to problem-solve, effectively deal with conflict situations, and use critical thinking in approach to teaching
- Demonstrated ability to lead and direct the work of others.
- Demonstrated ability to work collaboratively as a member of an interdisciplinary team.
- Demonstrated ability to communicate effectively both verbally and in writing.
- Demonstrated ability to identify community resources appropriate to resident and population needs.
- Demonstrated computer skills including the ability to effectively use a computerized client care information system and Windows applications.
- Physical ability to perform the duties of the position.
- Ability to speak and write Chinese an asset.

Additional Information:

- Able to demonstrate a clear criminal record to work with vulnerable adults.
- Ability to work remotely and some weekends may be required.

Full-time, 3 month term position. Scheduled shifts are 9:00 am to 5:00 pm.

This position in a long-term care home is under the BC Single Site Order. The successful applicant will be legally required to not work in another long-term care home, assisted living, or provincial mental health facility. The successful applicant will be required to strictly follow all infection prevention and control and PPE practices at work. The successful applicant will also be expected to extend good infection control practice to their personal life.

As per the current Public Health Orders, as of October 12, 2021, all employees working in long term care and seniors assisted living facilities are required to be fully vaccinated for COVID-19. Proof of vaccination status will be required.

How to Apply

To apply, or for any inquiries, please email us at: hr@villacathay.ca and put “Nurse Education Leader” in the email subject line.