



CLINICAL MANAGER-GREY BRUCE HOSPICE

Job Title	Clinical Manager	Shifts	Days; Occasional evenings, weekends
Program/Team	Grey Bruce Hospice	Status	Full Time, Permanent
Site	Chapman House	Rate of Pay	49.85/hr – 58.32/hr
Posting Date	October 9, 2026	Closing Date	November 6, 2026

Grey Bruce Hospice is seeking a compassionate, experienced, and forward-thinking **Clinical Manager** to provide clinical leadership and oversee the clinical operations of Chapman House. As the organization's senior nursing leader, the Clinical Manager plays a pivotal role in ensuring safe, high-quality care while fostering a workplace culture grounded in respect, collaboration, accountability, and continuous improvement. This position bridges organizational leadership and front-line care, ensuring clinical excellence and alignment with Grey Bruce Hospice's mission, values, and strategic priorities. The ideal candidate is a confident healthcare leader who combines strong clinical expertise with effective management, communication, and problem-solving skills to inspire, support and lead a dedicated team of healthcare professionals in delivering exceptional, person-centered, end-of-life care to residents and their families.

Key Responsibilities:

Clinical Leadership & Operations

- Provide clinical supervision, guidance, and support to staff in delivering care consistent with care plans, professional standards, legislation and Grey Bruce Hospice policies.
- Ensure appropriate staffing and volunteer coverage to support continuity of care.
- Manage clinical supplies, equipment, inventory, and departmental expenditures within approved budgets.
- Collaborate with physicians and community partners to coordinate services; support communication with residents, families, and substitute decision-makers regarding care preferences, concerns, and informed decision-making.
- Support appropriate processes related to Medical Assistance in Dying (MAiD) referrals.

People Leadership & Team Development

- Lead recruitment, onboarding, training and credentialing.
- Foster a positive, respectful, and collaborative work environment that supports staff engagement, retention, and professional growth.
- Maintain effective communication and conflict resolution while building strong working relationships across clinical, administrative, and other care partners.

- Assess staff competencies, identify learning needs, and coordinate ongoing education, mandatory training, in-services and professional development.
- Ensure staff receive education on new and revised policies and procedures.
- Conduct staff performance evaluations; develop individual and team education plans.

Health & Safety, Quality & Risk Management

- Develop, maintain and review clinical policies and procedures to reflect legislation, regulatory requirements, and evidence-informed best practices.
- Monitor clinical documentation and resident records through regular audits to ensure accuracy, completeness, timeliness, and compliance.
- Lead quality improvement initiatives, monitor clinical indicators, identify trends, and implement improvements in care delivery.
- Oversee infection prevention and control, medication safety, hand hygiene, fall prevention, and other risk mitigation activities.
- Ensure compliance with applicable occupational health and safety legislation, privacy requirements, professional standards, and organizational policies.

Organizational Leadership & Workplace Culture

- Provide timely operational updates to organizational leadership and participate in on-call responsibilities as coordinated with leadership and Medical Director.
- Participate in relevant committees, working groups, educational events, and community initiatives that advance Grey Bruce Hospice's clinical/strategic priorities.
- Foster a positive, respectful, and collaborative work environment that supports staff engagement, accountability, retention, and professional excellence.
- Address workplace concerns constructively and build effective working relationships across clinical and non-clinical teams, including social work, spiritual care, physicians, staff, and volunteers.

Qualifications and competencies include:

- Registered Nurse (RN) in good standing with the College of Nurses of Ontario.
- 10+ Years of Nursing experience (community, hospice, palliative, oncology, acute care)
- 5+ years of experience in management; demonstrated leadership skills and experience in healthcare operations, staff supervision, or team management.
- Strong knowledge of clinical best practices, professional standards, privacy legislation, infection prevention, workplace health and safety requirements and quality assurance.
- Demonstrated ability to foster a culture of collegiality, accountability, collaboration, and mutual respect. respectful workplace relationships
- Excellent communication, interpersonal, and relationship-building skills.
- Proven problem-solving, conflict resolution, organizational, and analytical abilities.

- A strong commitment to hospice philosophy and resident and family-centered care, confidentiality, dignity, and compassionate end-of-life experiences. service.
- LEAP Core, CAPCE, De Souza Institute Palliative Care Series, or willing to obtain
- Indigenous Cultural Safety Training
- Excellent interpersonal communication, critical thinking, problem-solving skills.
- Experience working with diverse populations and equity focused initiatives is an asset.

Why Join Grey Bruce Hospice?

At Grey Bruce Hospice, the work we do matters deeply. Your leadership will make a meaningful difference in the lives of residents, families, staff, and volunteers. The Clinical Manager will have the opportunity to shape clinical practice, support professional growth, strengthen a dedicated team, and contribute to a culture of excellence and compassion. If you are a thoughtful, collaborative leader who is passionate about clinical excellence and making a meaningful difference in the lives of others, we invite you to explore this opportunity. Grey Bruce Hospice offers a comprehensive benefits plan and is a recognized HOOP employer.

Qualified Candidates are encouraged to apply by **4:00 pm** on the closing date.
Please submit your **resume** and **cover letter** to: HR@greybrucehospice.com

Grey Bruce Hospice is committed to providing high-quality resident-centered care by building a respectful and inclusive workforce that reflects the diverse individuals it serves. Applicants who are Indigenous or a visible minority are encouraged to apply. Applicants with disabilities are encouraged to apply. Upon request, accommodation due to a disability is available throughout the selection process. Applications from all qualified individuals are welcomed. We thank you for your interest, however, only candidates selected for an interview will be contacted. We do not use artificial intelligence (AI) to screen, assess, or select job applicants.