CLINICAL MANAGER

Job Title	Clinical Manager	**Shifts**	Days; occasional evenings and weekends
Program/Team	Hospice Huronia	**Status**	Full Time, Permanent - 37.5 hours per week, 5 days per week
Site	Penetanguishene	**Rate of Pay**	$53.04 - $57.73 per hour
Posting Date	November 13, 2026	**Closing Date**	November 27, 2026

Hospice Huronia is seeking an experienced Registered Nurse and people leader to join our team as Clinical Manager at Hospice Huronia - Tomkins House. Reporting to the Executive Director and working closely with the Medical Director and interdisciplinary team, the Clinical Manager provides clinical leadership and oversight for the care team and helps ensure residents and families receive safe, compassionate, person-centred end-of-life care. We are looking for someone who brings strong clinical knowledge, a collaborative leadership style, sound judgment, and a genuine interest in supporting staff and strengthening hospice care in our community.

Key Responsibilities:

Clinical Leadership & Operations

- Provide clinical supervision, guidance, and support to staff in delivering care consistent with care plans, professional standards, legislation, and Hospice Huronia policies.
- Coordinate clinical staffing and scheduling to maintain safe, consistent resident care; collaborate with program leads regarding volunteer support as appropriate.
- 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.

People Leadership & Team Development

- Lead recruitment, onboarding, training, credential verification, and performance management for the clinical team.
- Foster a positive, respectful, and collaborative work environment that supports staff engagement, retention, and professional growth.
- Provide timely coaching, constructive feedback, and clear direction; address performance concerns and workplace issues in collaboration with the Executive Director.
- 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 annual staff performance evaluations, establish clear performance expectations, and 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 updates to the Executive Director on clinical operations, staffing, risks, and emerging concerns; participate in on-call responsibilities as coordinated with leadership.
- Participate in relevant committees, working groups, educational events, and community initiatives that advance Hospice Huronia's clinical and strategic priorities.
- Support consistent clinical operations through clear decision-making, follow-through, accountability, and effective communication with the Executive Director.
- Build effective working relationships across clinical and non-clinical teams, including physicians, staff, volunteers, and community partners.
- Work collaboratively with the Executive Director on employee relations, workplace concerns, and other human resource matters involving the clinical team.

Qualifications:

- Registered Nurse (RN) in good standing with the College of Nurses of Ontario.
- Bachelor of Science in Nursing (BScN) or equivalent recognized nursing degree preferred.
- Master's degree in Nursing, Health Administration, Healthcare Leadership, or a related field is considered an asset; commitment to ongoing professional development is expected.
- Clinical nursing experience in hospice, palliative care, community care, oncology, acute care, or a related healthcare setting.
- Demonstrated supervisory or management experience, including staff supervision, performance management, and addressing workplace concerns, required; experience in hospice, palliative care, community care, or a related healthcare setting preferred.
- Strong knowledge of clinical best practices, professional standards, privacy legislation, infection prevention, workplace health and safety requirements, and quality assurance.

- A collaborative and accountable leadership style, with demonstrated ability to make sound decisions, provide constructive feedback, address conflict, and build respectful workplace relationships.
- Excellent communication, interpersonal, and relationship-building skills.
- Strong organizational, critical-thinking, problem-solving, communication, and conflict-resolution skills.
- A strong commitment to hospice philosophy and resident- and family-centred care, confidentiality, dignity, and compassionate end-of-life experiences.
- CHPCN(C), LEAP Core, CAPCE, De Souza Institute Palliative Care Series, Indigenous Cultural Safety Training, or other relevant palliative-care education is considered an asset; willingness to obtain relevant education is expected.
- Experience working with diverse populations and equity-focused initiatives is an asset.

Why Join Hospice Huronia?

At Hospice Huronia, you will be part of a close-knit team providing meaningful care to residents and families at an important time in their lives. The Clinical Manager has the opportunity to work closely with staff, physicians, volunteers, and organizational leadership; support the growth and development of the clinical team; and contribute directly to the quality of care at Tomkins House. If you are an experienced RN who enjoys leading people, building strong teams, and supporting compassionate end-of-life care, we would be pleased to hear from you.

How to Apply

Qualified candidates are invited to submit a resume and cover letter by November 27, 2026 to Stacey Cooper, Executive Director at stacey.c@hospicehuronia.ca.

This posting is for an existing vacancy. Hospice Huronia welcomes applications from all qualified individuals. Accommodation in the recruitment process is available upon request. We thank all applicants for their interest; however, only those selected for an interview will be contacted.