

## **JOB DESCRIPTION**

### **Director of Nursing**

## **THE OPPORTUNITY**

Play an important role in a dynamic and growing organization that has been a leader in providing palliative and end-of-life care for nearly 40 years. Victoria Hospice is about to launch an ambitious 5-year Strategic Plan to meet the growing needs of our community. As the Director of Nursing, you will work collaboratively with team leaders to reimagine programs and services, provide strategic direction, and build an operational plan that ensures continued excellence in patient-centred care.

The Director's role involves planning and managing fiscal, human and material resources, professional and clinical practice of nursing staff, quality of patient care, and the development and implementation of department goals and policies and procedures. The Director participates as a member of the Victoria Hospice Society (VHS) leadership team to provide collaborative input into the development and implementation of operational plans and objectives.

The Director will lead, advocate for and support a team of inpatient and palliative response team community nurses. This full time, non-contract position reports to the CEO of Victoria Hospice Society and represents VHS within the Vancouver Island Health Authority (VIHA).

## **IDEAL CANDIDATE PROFILE**

You are an experienced leader – friendly, energetic, supportive and motivated to bring forth the best in nursing knowledge and practice. You are readily approachable and communicate effectively with nursing, professional and volunteer staff, as well as patients and family members. Your excellent administrative skills and experience ensure the appropriate staffing, orientation, planning, budgeting, and fiscal management to provide excellent care.

Committed to best practice palliative care, you uphold the need for ongoing professional development, quality improvement and opportunities for staff to participate in teaching and research activities. In all of this, you support the mission of VHS and work in collaboration with the management team, VIHA, academic, palliative care and other stakeholders to advance quality care at the end of life.

We are looking for a candidate with a Nursing Degree plus a minimum of five years of experience in the management of staff. Hospice palliative care experience, with CNA certification in Palliative Care preferred. Master's Degree in Nursing preferred however a combination of educational, managerial and clinical experience acceptable to Victoria Hospice may be considered. Eligibility for registration with the British Columbia College of Nursing Professionals is required.

## **ABOUT VICTORIA HOSPICE**

Located in Victoria, British Columbia, Victoria Hospice, one of the pioneer palliative care programs in Canada, provides care for patients and their families facing life-limiting illness, death and bereavement. Our nurses, counsellors, spiritual caregivers, physicians and trained volunteers provide treatment and comfort to the patient and support for the family, rather than a cure for progressive life limiting illness. Victoria Hospice is a registered charity. While our largest funding partner is VIHA, donations fund almost half of our annual operating costs and are critical for the ongoing operation of programs and services for patients and families and for education and research.

Interested professionals are invited to email [careers@victoriahospice.org](mailto:careers@victoriahospice.org) for a copy of the full position profile. Interested candidates should ensure that their resume and cover letter are submitted via email. Please include "Director of Nursing" in the subject line of your email. A comprehensive benefits package and competitive salary will be negotiated commensurate with skillset and experience. We thank all applicants who apply, however only those selected for consideration will be contacted.