



Job title: Clinical Manager (Registered Nurse)
Location: Recuperative Care Unit, Niagara Falls
Reports to: Executive Director
Wage range: \$79,242.80 - \$97,480.80 + 22.5% in lieu of benefits and MERC
Status: Full time (35 hours/week), Temporary (up to March 31, 2028 with potential of renewal)
Hours of Work: Monday - Friday (7:30 a.m. - 3:30 p.m.; 35 hours/week)

Summary

Regional Essential Access to Connected Healthcare (REACH) Niagara is a dynamic nonprofit, charitable organization dedicated to providing life-saving street healthcare to individuals experiencing homelessness across the Niagara Region. Rooted in equity and access, REACH Niagara removes barriers to care by delivering compassionate, community-centred health services to those who need it most.

We are looking for a highly skilled Registered Nurse who is looking for growth and being part of a new opportunity! This role provides oversight and clinical direction to the recuperative care unit which includes supporting appropriate admissions, assessment of client's needs, organizing a suitable plan of care, coordinating care activities, and monitoring compliance to the care plan. This professional has a clear understanding of social and medical complexities of the unhoused population with a strong knowledge of harm reduction principles.

We believe that the best solutions come from diverse teams with different backgrounds, perspectives, and skills. REACH Niagara is proud to be an equal opportunity workplace. We are committed to equal employment opportunity regardless of race, ancestry, religion, sex, sexual orientation, age, disability, or gender identity.

What you can expect from us:

- Competitive wage: \$79,242.80 - \$97,480.80 + 22.5% in lieu of benefits/pension/MERC
- We believe in work life balance and provide: 8 paid health and wellness days + \$2000 to support your well-being
- 2 paid professional development days + \$500 for Professional Development
- Being part of an organization that is doing meaningful work in the community!

About the role:

Program Management:

- Provides supervision to a team of Registered Practical Nurses
- Provides clinical direction of the recuperative care unit (10 bed step-down care unit for patients who are unhoused and are recently discharged from hospital but require ongoing step-down care needs), this includes but not limited to: unit admissions, care planning in collaboration with an interdisciplinary team, and effective discharging planning.
- Oversees the development and implementation of program policies, procedures, and protocols.
- Leads daily rounds amongst the care team to facilitate communication of the plan of care and to identify emerging needs.
- Collaborates with Ontario Health at Home and Niagara Health to facilitate effective transitions in care and on-going service provision.

Assessment and Implementation:

- Provides comprehensive primary care including assessment, counselling, screening, health teaching, treatment, triaging, and follow-up in accordance with the College of Nurses of Ontario's (CNO) standards of practice.
- Collaborates with the on-site physician as part of care plan and/or when activity is outside of scope of practice.
- Arranges for care and coordinates the efforts of the other service providers ensuring good communication between members of the client care team.

Medication Administration and Management:

- Oversee the medication administration policy to facilitate provision of oral, subcutaneous, intramuscular, topical, and intravenous medications.
- Under medical directive, oversee IV medication infusions
- In collaboration with the pharmacy, perform medication reconciliation and patient teaching
- Prescribe certain medications (once certified via CNO) under organizational policy to improve access to care.
- Participate in the STOP program in supporting clients in accessing smoking cessation education and products.

Intravenous Therapy:

- May support the insertion of peripheral IVs under medical directives
- Maintenance and monitoring of IV sites
- Oversee staff to support the hanging and changing of IV fluids
- Under physician order, supports the administration of IV medications and antibiotics
- Under physician order, discontinuing IVs when no longer required

Procedures and Treatments:

- Support wound care and dressing changes

- Under the medical directive, perform catheter insertion and care
- Perform blood draws (when required) following protocol

Overall:

- Maintains timely documentation standards using Telus PS Suites.
- Maintains professional competencies and CNO requirements
- Work in a manner that demonstrates commitment to REACH's mission, vision, and values.
- Contributes to the REACH's strategic goals and objectives and values the equality and diversity of the client community.
- Other duties as required.

Qualifications

Education and Work Experience Requirements:

- Bachelor of Nursing from a recognized university
- Current registration and in good standing with the College of Nurses of Ontario (CNO).
- A minimum of 3 years of experience practicing in a clinical setting, with preference for experience in street/outreach nursing.
- A minimum of 3 years of experience in providing care to socially and medically complex individuals.
- Advanced wound care certification or a general desire to work towards this. Note: The organization will be able to contribute to this.
- Certification in RN Prescribing under the CNO (preferred, not required)
- Demonstrated experience in collaboration and working within an interdisciplinary team.
- Demonstrated experience and highly proficient in Electronic Medical Records.

Knowledge, Skills and Abilities:

- Ability to practice utilizing a client-centered approach with a strong understanding of the impact of the social determinants of health on patient care management.
- Able to operate independently with a strong understanding and comfort of scope of practice.
- Superior communications skills that include interpersonal relationships, conflict management, written and verbal skills, as well as computer literacy.
- Highly motivated, flexible and well organized.
- Excellent time management skills with the demonstrated ability to effectively set priorities and complete required tasks.

Conditions of Employment

- Understands and works within the Occupational Health and Safety ACT (OHSA) and Personal Health Information Protection Act (PHIPA)
- At point of hire, provide proof of education, registration of respective regulated College, satisfactory Police Clearance Certificate, and a valid driver's license