



Difference Maker

Nurse- Neighborhood Health Team Lead

- Permanent Full and Part Time
- Monday to Friday Daytime
- flexible scheduling work life balance
- Creativity, Innovation,
- Promotion of Access to Care and Service
- Benefits

Join a new and growing team of compassionate home care partners with a mission to make a difference in the communities we serve.

www.bayshore.ca

Bayshore is a well-established Canadian company whose employees have been making a difference in communities from coast to coast for over 55 years. At Bayshore we treat our employees like family because we want you to treat your clients that way too! If family is first for you, come and be a difference maker in these communities:

Montreal Cote St Luc, Hampstead, Westmount

Do you long for the kind of nursing where you know that each day you make a difference, that you have the ability to develop important connections and to make someone's day special? Be a Bayshore difference maker, share our vision and imagine being the difference in your community. Bayshore employees have the ability to create special moments both big and small. If you are tired of rushing through the day, of missing the moments, come and be a difference maker. Bayshore's local team of difference makers allows you to put your family first while making a difference in the lives of others. Send your resume or any questions to

rhquebec@bayshore.ca

Do you LOVE working independently with clients in the community?

Do you have a knack for understanding your client's needs, are you passionate kind and caring?

By joining our team of local difference makers, you will play a vital role in providing 1:1 private community care to help our diverse clients meet their goals of staying safe at home.

Bayshore will support you to gain valuable experience and important skills to ensure you have the tools and training you need to succeed in your job. We will help you deliver high quality service the Bayshore way!

Ideal Profile

- Your caring nature shines through as you always ensure that your clients remember how you make them feel because that is what matters the most.
- You value teamwork and are ready to be an active partner in a local care team.
- You earn and keep client trust and treat your clients like you would treat your family
- You thrive when you are showing you care via acts of service
- You understand how important home care is for those in need.
- You understand your clients and their family's needs and are not afraid to advocate for them.

The Work You Will Do:

- You will be our eyes and ears in the home. You will build a trusted partnership with clients as their in-home care provider, following their lead, along with an established care plan, delivering the highest quality of home care with compassion, clarity, and reliability.
- You will collaborate with the local care team to provide a consistent, on-going provision of care in order to maintain emotional, physical, and overall wellbeing of your client as well as meet the safety of clients to the greatest possible extent
- You will relay valued insights to your local care team related to additional assistance or support that your client or their family may need.
- You will help to coordinate human resources with respect to recruitment and selection, orientation and training, discipline and the probationary/annual performance review of reporting neighborhood health team members
- You will read, interpret and implement relevant policies and procedures.
- Participate in community outreach and development as appropriate; assist with the development of contractual agreements for client care and service as requested.
- You may serve as the on-call Nurse if required.
- You will assess or arrange for the initial and ongoing assessment of clients requiring licensed and unlicensed care and service as appropriate.
- You will create and/or ensure that care plans are available for clients as appropriate; visit clients as required and update care plans using innovative and up to date practices
- Supervise and support licensed and unlicensed employees to ensure compliance with all federal and provincial legislated standards of practice as well as company policies and procedures.
- Lead or assist with the integration of client satisfaction initiatives; ensure that all referred client concerns and complaints are satisfactorily addressed and documented in a timely manner.
- Demonstrate knowledge of Standards of Practice guidelines of Provincial regulating body.
- Liaise with other care providers, including family as well as the public healthcare system
- We will provide you with internal and/or external continuing education activities.
- You will adhere to Bayshore Policies and Procedures.
- You will be an active participant in quality activities and continuous improvement initiatives in keeping with the company's Quality Management System.
- We expect you to participate in Health & Safety activities while performing all duties.
- You will be responsible for the safety of your team and we ask that you notify your immediate Supervisor of any Health & Safety risks or concerns.
- You will be responsible for completing Accident Reports for all direct reports

What a great fit as the Neighborhood Health Team Lead looks like:

- Great at 'on the fly' problem-solving, teamwork, and creative thinking
- Resourceful with flexible communication skills and styles
- Patient with emotional resilience
- Ready to spend quality time with clients and to be part of an important local team
- Strong de-escalating skills while remaining calm
- Manage your time like a 'boss' and manage client expectations to be realistic and achievable
- Graduate from an accredited school of Nursing, valid Nursing License, and current registration with the OIIQ
- At least five years of recent experience with progressive responsibilities in Nursing, preferably in a community setting
- Strong track record in leading the development and evaluation of training programs
- Demonstrated ability to handle all aspects of human resources
- Experience in community outreach
- Focus on geriatric care, community health or social work or equivalent combination of education and experience would be an asset