

Toronto East General Hospital (TEGH) is Toronto's best-kept secret. TEGH is an urban community teaching hospital serving a residential area in southeast Toronto. TEGH is known for its friendliness and sense of community within Canada's largest city. We are embracing a goal to be the number one employer of choice for health care workers in Canada. This means investing in people to meet their professional goals and to reach their personal best while living a balanced lifestyle.

Currently we have an exciting opportunity for an individual who wants to advance their career as a  
**Nursing Practice Leader, Hemodialysis Medicine and Clinics**

The Nursing Practice Leader advances professional practice and is responsible for developing and implementing programs and processes that enhance the patient experience by developing a culture of patient care excellence. This position provides leadership in ensuring patient and staff safety practices are maintained. The role also promotes the professional growth of nurses by providing mentorship in the use of evidence in their daily clinical decision making as well as by coaching nurses to problem solve complex clinical scenarios effectively. The Nursing Practice Leader identifies on going learning needs of patients and the broader community and facilitates the development of patient education programs with patient and staff involvement accordingly. The NPL promotes a culture of continuous improvement by facilitating practice improvements with front line staff to enhance the safety and quality of patient care using a sound knowledge of change management. The NPL also contributes by working with managers regarding the development and management of staff whose practice is below standard.

**Education:**

- Undergraduate degree in Nursing required
- Masters in Nursing or Education preferred
- Registered Nurse with current Certificate of Competence issued by the College of Nurses of Ontario
- BCLS Certificate required
- Certification in a nursing specialty an asset (CNA)
- BCLS Instructor Certificate an asset
- Adult Education Certification an asset

**Qualifications/Experiences:**

- Minimum 5 years current experience required with a combination of clinical and leadership expertise in General Medicine and Haemodialysis. Experience in outpatient services and or surgery an asset
- Demonstrated ability to engage and lead staff and support research projects
- Demonstrated clinical expertise within chosen subspecialty
- Demonstrated ability to multi-task, and troubleshoot with critical and creative thinking ability
- Demonstrated ability in facilitation, teambuilding as well the ability to work collaboratively with others
- Demonstrated knowledge and skill with written and oral communications, project management and evaluation, and change management within an interdisciplinary milieu
- Flexible, organized, and self-directed within scope of responsibility; has initiative and independent judgment.
- Ability to be flexible with working schedule to incorporate alternate shifts including weekends as required to meet operational learning needs
- Sound knowledge of adult development and experience in applying adult learning principles
- Experience and interest in fostering research activities, education and professional development.
- Knowledge of Clinical Practice Model/Professional Practice Models
- Membership and active involvement in related professional organizations.
- All employees of Toronto East General Hospital (TEGH) agree to work within the legislated practices of the Occupational Health and Safety Act of Ontario.
- All employees of TEGH are responsible to contribute to a transparent culture of patient and staff safety by adhering to and abiding by patient and staff safety policies and procedures set by TEGH.

If you are ready to join a dynamic and client focused team, please send your resume to:

Marybeth Ward  
Human Resources Advisor  
825 Coxwell Ave  
Toronto, On  
[mward@tegh.on.ca](mailto:mward@tegh.on.ca)  
Fax – 416-469-7982  
Please quote – EDN11103

**Our diverse staff is our most valued resource.  
Excellence, kindness and respect are the values that set Toronto East General Hospital apart**