

Clinical Director - Midwifery Services

Requisition ID: 33651

Position Number: 20025498

Posting End Date: Open until filled

City: Winnipeg

Site: WRHA Community Health Services

Department / Unit: Midwifery Management

Job Stream: Clinical

Union: EXEMPT

Anticipated Start Date: ASAP

FTE: 1.00

Anticipated Shift: Days; Standby coverage as required; Weekends; On Call

Daily Hours Worked: 7.75

Annual Base Hours: 2015

To apply, click here: <https://careers.wrha.mb.ca/job/Winnipeg-Clinical-Director-Midwifery-Services-MB/536739917/>

Grow your career in the Winnipeg Health Region! Our team provides a spectrum of health care services through an integrated network of sites, services and organizations. We're united by a shared commitment to excellent and equitable health care.

Position Overview

The Primary Health Care Program provides regional leadership and support. Areas of emphasis include quality improvement and risk management, information management, strategic planning and practice and operational standards pertaining to community and primary care.

Midwifery Services in the WRHA provides prenatal, intrapartum and postpartum care to women with low risk pregnancies and their infants within the Model of Care as defined by the College of Midwives of Manitoba. Midwives are autonomous primary maternity care providers and focus on priority population clients who can most benefit from this model of care.

Reporting to the Director, Primary Health Care, and as the leader of the Midwifery Services Program Team, the Clinical Director is responsible for clinical leadership including linkages with provincial counterparts and other relevant clinical programs (e.g. Women's Health, Child Health, Family Medicine) and oversight of midwifery practice, clinical services, standards of practice and program activities. The Clinical Director has functional links with the Director, Primary Health Care.

Midwives have a direct reporting relationship to the Manager. The Clinical Director's direct reports include the Manager, Midwifery Services (MMS) and the Clinical Midwifery Specialist (CMS) who are responsible for the day-to-day management and clinical support for midwives, respectively. The Clinical Director, the Midwifery Services Manager and the Clinical Midwifery Specialist work closely together and are the Regional Midwifery Leadership Team.

- Leadership – including human resource and cost centre management
- Clinical Oversight
- Quality and Risk Management
- Clinical Practice

Experience

- A minimum of ten years experience as a practicing midwife is required. The incumbent must have demonstrated successful leadership/management experience and program coordination experience. The incumbent demonstrates excellence in strategic, innovative thinking, collaborative relationships and motivational leadership.
- In addition, the incumbent will demonstrate experience in the following areas:
 - Strategic program planning and system re-design.
 - Program development, implementation, monitoring, and evaluation.
 - Collection, collation, interpretation and analysis of data.
 - Preparation of written reports and/or providing updates using a variety of communication strategies.
 - Superior oral communication skills including presentations, group facilitation, facilitating productive meetings.
 - Assessment, synthesis and knowledge translation of literature and practice from other jurisdictions and application to practice.
 - Ability to work effectively within an inter-professional/interdisciplinary team.
 - Proficiency in Microsoft Word, Access, Excel and PowerPoint
 - Development and maintenance of excellent working relationships with a broad range of individuals and organizations, including the ability to facilitate, collaborate, and resolve conflict.
 - Success in working with multi-sectoral partnerships within and beyond the health services sector including liaising with other levels of government, jurisdictions and organizations on a provincial and national level.
 - Leadership and team building.
 - Superior organizational skills including the ability to manage multiple projects and complete work according to established deadlines.
 - Political astuteness and ability to effectively champion complex policy issues.

Education (Degree/Diploma/Certificate)

- Bachelor of Midwifery degree is required
- Master's degree in Midwifery or a relevant area or administration is required
- An equivalent combination of education and experience as recognized by the Winnipeg Regional Health Authority (WRHA) may be considered

Certification/Licensure/Registration

- Current active practicing registration in good standing with the College of Midwives of Manitoba.
- Valid driver's license and access to timely and efficient transportation.

Qualifications and Skills

- Must possess the competencies as articulated by the Canadian College of Health Leaders and the leadership capabilities as articulated within the LEADS collaborative framework.
- Proven ability as an effective leader in a team environment.
- Demonstrated skills in maintaining effective interpersonal working relationships within Midwifery services and across relevant programs and sectors, across regional health authorities and government entities.
- Demonstrated analytical problem-solving skills essential.

- Ability to prioritize a large workload and independently complete a variety of duties.
- Demonstrated ability to manage time effectively and prioritize demands to meet deadlines.
- Knowledge of quality improvement, risk mitigation, and process improvement within operations and clinical practice.
- Excellent clinical knowledge and skills.
- Strong oral and written communication skills, including presentation and instructional skills.
- Service delivery planning, implementation and evaluation.
- Applying evidence and literature to inform guideline development, implementation and evaluation.
- Working across and with other health disciplines in a collaborative practice setting. Working with multi-sectoral partnerships within and beyond the health services sector.
- Liaising with other levels of government, jurisdictions and organizations on a provincial and national level.
- Computer skills including familiarity with Accuro EMR, UM Tool, EPR etc. and database use.
- Integrated health records development and information technology in the primary care setting.

Physical Requirements

Not Applicable

This position requires a current satisfactory Criminal Records Check (including Vulnerable Sector Search), Child Abuse Registry Check and Adult Abuse Registry Check as conditions of employment. The successful candidate will be responsible for any service charges incurred. A security check is considered current if it was obtained no more than six (6) months prior to the start of employment.

Please note that an employee is not permitted to hold two or more positions across the WRHA legal entity that combine to equal more than 1.0 EFT. The WRHA legal entity includes Churchill Health Centre, Deer Lodge Centre, Grace Hospital, Middlechurch Home of Winnipeg, Pan Am Clinic, River Park Gardens, Victoria General Hospital, WRHA corporate programs, and WRHA community health services.

Interviewed candidates may be called upon to participate in a skills assessment.

Any application received after the closing time will not be included in the competition.

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