

**EMPLOYMENT OPPORTUNITY
ROM21-463**

NOTICE OF NON UNION POSITION VACANT

Date Posted: November 2nd, 2021

Position: Director of Psychology
Regular Full-Time (1.0 FTE) Days

Program: Department of Psychology

Location: Royal Ottawa Health Care Group

Number of Vacancies: 1

The Royal is embarking on a transformational journey that puts clients and families at the centre of care, education and research. Powered by the organization's strategy, *Co-creating Access, Hope and New Possibilities*, The Royal is growing to deliver on its promise of working shoulder-to-shoulder with its community to deliver better tomorrows for individuals with mental illness and substance use disorders. Through the convergence of care, research, education and lived expertise, The Royal is capitalizing on its strengths and collaborating with clients, families, and community and academic partners to build a better mental health system in eastern Ontario and beyond. Be a part of the transformation by joining one of Canada's foremost mental health care and academic health science centres.

JOB SUMMARY:

As part of the leadership team at the Royal, the *Director of Psychology* contributes to fulfilling The Royal's purpose to expand access, hope and new possibilities for people with mental health and addictions needs through the convergence of client and family- oriented care, science, education and lived expertise. As the leader of the department, working within a matrix structure with operations, innovation, and research leaders, the Director plays a pivotal role in ensuring the work of The Royal is shaped by integrated research, care and education and meets the service and top of practice needs within all care streams and specialty services. The Director enables practice improvement from research/evaluation, knowledge mobilization and ongoing learning and development. Jointly, with operations and research leaders, ensures excellent client outcomes within care streams and specialty services, ongoing academic support to learners and promotes inter-professional client-centered team based care, guided by quality improvement.

The Director is responsible for advancing client care and outcomes by providing leadership, supervision and direction to the members of the profession, developing the vision and strategic direction for the profession's practice at The Royal, operationalizing said direction and by working collaboratively with the leaders of care streams and specialty services. The Director works to advance discipline knowledge, care, research and education in their specialized discipline. In collaboration with all services, monitors and ensures the maintenance of standards of practice and evolution of top of scope practice appropriate to the care streams and specialized services offered at The Royal.

RESPONSIBILITIES:

Accountability #1 - Demonstrates management excellence through the LEADS Based Sentinel Behaviors

- The Royal is a LEADS based organization and it is expected that our leaders demonstrate the five capabilities of the LEADS in a Caring Environment through actions.

Accountability #2: Professional Practice

- Monitors and ensures compliance with College standards and legislation. Makes decisions and facilitates the resolution of issues related to College Standards of Practice
- Ensures the department provides guidance, approval and oversight to consistently deliver evidence based first line intervention and assessment services, in collaboration with program leadership. This will include the implementation and adherence to the relevant Health Quality Ontario's quality standards.
- Oversees and supports the discipline's use and reporting of Measurement Based Care to inform clinical decision making, improve outcomes and contribute to quality improvement initiatives.
- Defines practice expectations and skill levels and ensures there is knowledge integration from research / evaluation built into ongoing practice improvement

Accountability #3: Education, Supervision & Training & Partnerships

- In conjunction with the care streams and services, participates in undergraduate, graduate and continuing health education, through preceptorship/supervision, consultation and/or joint appointment with academic institutions.
- Participate in the development of quality indicators at the corporate, care stream, and specialty service levels as mechanisms for supporting, monitoring, and reporting of clinical supervision.
- Supports clinical supervisors to engage in supervision through the allocation of protected supervision time commensurate to the rotation within the supervisor's work plan and by quantifying supervision and client care provided by trainees
- Ensures the development and provision of education to meet the learning needs of the professional staff in a specialized, tertiary level mental health and addictions facility providing evidenced based practice.

Accountability #4: Program Evaluation/Research:

- Supports top of scope practice of the discipline through the integration of research/evaluation into care coaching, education, training and supervision
- Promotes and fosters an environment that generates, utilizes and integrates research in clinical practice, at the care stream, specialty service, or discipline level.
- Participates in the assessment, development, implementation and evaluation of projects in collaboration with care streams and specialty services.
- Participates in the establishment of Clinical-Research Partnerships to promote successful research engagement.
- Reports on and contributes to the development of research metrics to establish baseline and sustainability of research conducted by the discipline.
- Reports annually on the evaluation and research activities of the discipline.

Accountability #5 – Innovation & Technology

- Supports and encourages the exploration of technology and innovations to support the practice of the discipline in the provision of care and the attainment of the hospital's strategy.
- Maintains knowledge of emerging technologies that may be adopted to support practice and/or care.

Accountability #6 – Quality and Service Delivery

- Develops operational plans and budgets that implement strategic direction, supports the attainment of the service and outcome goals of the specialized services within the Royal, and optimizes the care model.
- Participates in quality improvement initiatives across the Royal and ensures specific quality improvement initiatives are developed on a regular basis for the discipline.
- Reports annually on the service provision by the discipline across the care streams and specialty services.
- Ensures practice elevates client and family engagement and co-creation.

Accountability #7 – Human & Financial Resource Management

- Provides leadership and resource planning for the discipline and ensures the right levels of specialty and expertise to meet the needs of the operations, the specialty practices and research and evaluation activities.
- Responsible/accountable for the members of the profession, recruitment, training, supervision and deployment ensuring excellence in service delivery across the specialty services and care streams.
- Monitors trends in attrition, regularly solicit staff feedback and proactively promote retention
- Identify, manage and account for the resources of the department in a fiscally responsible manner sufficient to meet the profession's practice needs and service needs of the streams.

QUALIFICATIONS:

- Doctorate from a CPA/APA Accredited Clinical Psychology Program
- Current registration with the College of Psychologist of Ontario
- Minimum of five years of progressive leadership experience in clinical services and administration
- Knowledge of the Professional Standards of the College of Psychologist of Ontario, Public Hospital's Act and Regulated Health Disciplines Act.
- Demonstrated knowledge of evaluation and research.
- In depth knowledge of and ability to work within a matrix structure and operations of a complex specialty hospital providing care, research and teaching programs.
- Tactical Leadership, interpersonal, facilitation, team building, coaching, communication and conflict management skills.
- Ability to establish and maintain effective working relationships with a broad range of stakeholders.
- Excellent planning, organizational and time management skills required to prioritize work of self and others to meet unpredictable/short deadlines.
- Ability to critically appraise practice related to safety, quality improvement, ethical and clinical issues.
- Proven ability in working collaboratively and effectively with all members of health care team (i.e. clinical managers, physicians, health professionals and educators).
- Ability to implement the client and family engagement framework with the work of the practice department.
- Excellent clinical skills and knowledge of discipline and inter-professional practice.
- Excellent communication and team building skills
- English level A- is mandatory in oral expression, oral comprehension, reading and writing. Bilingual (French/English) is preferred.

Date Required:**ASAP**

- All applicants must provide a recent resume that clearly indicate that they meet the required qualifications.
- Please apply directly to this internal posting at: <http://careers.theroyal.ca/> on or before **December 3rd, 2021**.
- Applicants will be advised of their status in this competition by referring to the Successful Candidate listing which is posted on OREO and the Human Resources Bulletin Board.