



NON-CONTRACT ROLE DESCRIPTION

JD3426

ROLE TITLE:	Manager, Professional Practice	ROLE DESCRIPTION NO.:	01075
DEPARTMENT:	Professional Practice	HEABC REFERENCE NO.:	
REPORTING TO:	Director, Professional Practice	HSCIS CODE:	04230
CLASSIFICATION:	NCEM/Range 9	JOB CODE:	04230CX

ROLE SUMMARY

In accordance with the Vision, Purpose, and Values and strategic direction of the Vancouver Island Health Authority (Island Health), patient safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to the Director, Practice Services, Professional Practice, the Manager is a member of the Professional Practice Leadership Team responsible for providing organization leadership in professional standards and strategic planning, development, implementation and evaluation of practice-related initiatives and programs for health care professionals, support workers and students that aligns with the vision, mission, values, goals and strategic priorities of Island Health.

The Manager liaises, influences and consults with a wide variety of stakeholders both internally and externally (i.e. academic institutions, regulatory bodies, professional associations, and provincial academic and practice committees) to promote and advance practice and learning with the context of the Island Health strategic plan.

Travel is a requirement of this position. Transportation arrangements must meet the operational requirements of the Vancouver Island Health Authority in accordance with the service assignment.

DUTIES AND RESPONSIBILITIES:

1. Develops professional practice networks enhancing the sharing of knowledge, monitoring of practice and continuing education trends, identification of opportunities promoting innovation and partnerships for improvement and ensuring consistent delivery of quality professional practice/service throughout Island Health.
2. Identifies, develops and supports the implementation of organizational policies and operational processes to support practice and learning for health care professionals and students.
3. Contributes to the development of a theoretical or conceptual model(s) to advance a culture of learning within Island Health and promote evidence based and competent practice through learning and student practice.
4. Facilitates the building of a practice environment that promotes a culture of excellence and safety, respect and collaboration, accountability, mastery and discovery.
5. Works closely with other Island Health departments and programs to initiate or facilitate the preparation of projects to address practice and learning issues.
6. Collaborates with Corporate and Integrated Health Services (IHS) partners to address significant practice issues and tracks, monitors, and reports trends in practice issues.
7. Maintains learning partnerships with relevant educational institutions, researchers and policy makers to influence curriculum development for health care professionals and students that meet present and future strategic and clinical service priorities.

8. Manages budgets related to projects and assists with operating and capital budget development. Identifies opportunities for additional funding to support the implementation of project initiatives.
9. Provides supervision and direction to Professional Practice staff. Ensures continuing staff development, education and training is provided to ensure that staff continue to develop their knowledge and skills.
10. Supports Island Health educators through strategies that clarify and advance educator roles and effectiveness, enhance communication and information sharing, and promote alignment of educator activities with the Island Health strategic plan.
11. Ensures an open, participatory communication process that encourages and facilitates the exchange of information and ideas both internally and externally.
12. Creates and promotes development of research opportunities to ensure evidence based educational practices within an interprofessional team based environment.
13. Performs other related duties as assigned.

QUALIFICATIONS:

Education, Training And Experience

A level of education, training and experience equivalent to a Master's degree in a health-related discipline and seven (7) years' recent, progressive educational and/ or operational management experience in a complex health care environment, including progressive clinical practice, education, research, project management and leadership experiences.

Current practicing registration with an applicable regulatory body or association such as BC College of Nurses and Midwives or College of Physical Therapists of British Columbia.

Valid BC Driver's License.

Skills And Abilities

- Demonstrated ability to lead a team and to work in a positive manner with various internal and external stakeholders.
- Ability to facilitate results oriented meetings.
- Ability to lead, plan, manage, implement and evaluate in a complex, changing environment
- Ability to motivate and influence others to achieve a common goal.
- Ability to work effectively under pressure and with changing priorities and deadlines.
- High-level communication (written, oral, and presentation) skills, demonstrated organizational, planning and interpersonal skills.
- Ability to think strategically and systematically and implement the mission, philosophies and goals.
- Advanced knowledge and ability to apply relevant legislation and standards.
- Knowledge of health care and educational systems.
- Demonstrated ability to apply an evidence-based framework to inform decision-making.
- Demonstrated ability to explain and apply the theoretical, empirical and experiential foundations of adult education and learning.
- Effective decision making skills and critical appraisal skills.
- Demonstrated ability to develop and write proposals, reports, and research documents.
- Demonstrated application of project management knowledge and skills.
- Demonstrated computer literacy competencies, including proficient use of Microsoft office. suite (e.g. word, excel, power point, outlook) as well as learning technologies.

- Physically able to carry out the duties of the position.