



Director of the AT HOME Experience /Assisted Living

This Director role, is an opportunity for a health professional to practice their professional skills and leadership within an organization, and a community deeply committed to sustaining and advancing the assisted living model as a way for seniors to live closer to care and not further from their version of a life well lived. The Director will inspire, orchestrate and facilitate a multi-professional team 'to make every moment matter A.T.H.O.M.E. for those who make Shalom Village apartments their home.

The Director will be able to navigate the legislated realities of Assisted Living Program, the City of Hamilton By Laws, and the various other regulatory bodies we operate under, with wisdom and compassion. The Director will provide hands on care at times, mentorship to the team, collegueship to the leaders and be able to see the future clearly and work towards the organizations strategic vision. A desire to innovate, to lean into the future through research and education in service of living in those important moments for our residents is essential.

Reporting to the CEO the Director will take leadership, initiative and an active role in coaching the organization into its best self. The team reporting to the Director will be the Assisted Living Manager whose role includes leading the Homemaker and PSW staff, Nurse.

The Director will develop the relationships with people whose lives might be enhanced by living in our apartments, building trust and a presence in the Jewish and non Jewish communities to ensure that Shalom Village remains a vibrant part of life and living in Hamilton and for those who call Shalom Village home. They will have significant impact on making the apartments a vibrant and full community living option.

Organization Background:

Shalom Village is truly a village, within the city, for Hamilton area seniors. We provide an unwavering commitment to making every day the best day possible for the seniors who choose to be at our address. We provide many opportunities for our community and those who call Shalom Village home in our assisted living apartments and long-term care home, to engage and flourish in life. Our Café, Health Club, convalescent care program and social and rehab day programs support seniors regardless of their health, to find and enjoy their best life possible. Our Milli Mobile travels the city with our village members, for coffee, groceries, sightseeing and shopping. Our Hustle for Health and other community activities, bring wonderful opportunities for a shared experience, keeping the connection between our community and our village residents.

Our well-established heart is our A.T.H.O.M.E. approach to life and living. Our mission and commitment are to know each person well enough to support them and ensure they both feel and know they are "at home". "Honouring our fathers and our mothers" means we focus on providing everyone with opportunities for the continuity and fulfillment of life interests, values and activities. Our leaders need to lead and inspire our teams with the same focus, to prepare and support them as they seek to achieve this for our every resident. All of this happens within the context of our Jewish values and

context; a mandate that welcomes staff and residents of all faiths who can work and live the A.T.H.O.M.E. mission, vision, and values.

Our Mission: To provide opportunities for the continuity of life interests, values, and relationships for those who need supportive housing, long term care, convalescent care, adult day services and specialized fitness facilities within the context of Jewish Values and Kashruth. We want all those who need our services to feel AT HOME.

Our Values: “ Honouring our fathers and mothers, and each other within the A.T.H.O.M.E approach.

Acknowledge: We will listen to each other and commit to being approachable, trustworthy, and helpful while valuing each person’ contributions, perspectives and differences.

Together: We will support each other and believe that together we can achieve anything.

Home: We will create a feeling of comfort, trust, familiarity, and safety that honours Jewish Values and brings about each individual person’s feeling of being at home.

Organization: We will strive for learning, innovation, accountability, transparency, and excellence in all we do.

Memories: We will share memories and create new ones through relationships, sharing, and celebrations.

Enablement: We will empower, encourage, and focus on each other’s strengths to make possibilities possible and accomplish our goals.

Position:

The Director of the AT HOME Experience /Assisted Living provides senior leadership within the organization, with a focus on ensuring the lived experience of those who live with us aligns with our mission and values, all legislative mandates and is sensible, compassionate and knowledge informed.

This individual, reporting to the CEO and as part of the Director team, will work collaboratively to support the quality improvement/strategic goals of the organization, to provide authentic leadership to the multidisciplinary team who serve the Assisted Living, including nursing, homemaking, environmental services, and hospitality .

They will be an available and open resource to the families, residents staff and colleagues. They will take responsibility for managing occupancy in the Apartments, creating a presence with the broader community building trust and relationships that eases a senior and their families choice and move home to Shalom Village. The will remain knowledgeable and skilled in helping solution find during health and other challenges that aging seniors encounter, and build a team that is equally knowledgeable and responsive. They will find ways to incorporate “ making every moment matter” for those who occupy the apartments and to implement palliative care practices as they become necessary, allowing for death ‘at home’ when it is a viable and chosen option .

The Director will create effective relationships with the Assisted Living Team , including the manager and find ways of resolving human resource and issues raised as complaints and concerns.

They will be a mentor to the leaders/Managers of all community programs at Shalom Village including Adult Day and Goldies to Home Program, The Club Fitness Centre , Community Wellness Programs , Volunteer Services

They will ensure the accurate and timely completion and submission of all documentation and funding applications , ongoing documentation processes and manage the budget of the Assisted Living and oversee the budget and operations of ADP/Goldies and Volunteer Programs. They will ensure successful audits and inspections from the City of Hamilton By-Law team.

Qualifications:

- A Bachelor of Science in Nursing or other professional designation. Advanced experience in leadership and working in a legislative environment and interacting with funding agencies is preferred.
- Evidence of progressive leadership and education experience.
- Ability to think conceptually, use the QIP process effectively.
- Demonstrated leadership, relationship skills and the ability to inspire and support people in being at their best.
- Knowledge of computer software applications, preferably Microsoft Office applications, analysis of PCC and RAI applications and experience with EMRs.
- Knowledge of; Occupational Health and Safety Act; Health Care Accreditation.

Salary: Commensurate with experience and education.

Other Benefits:

- Employee assistance program
- Extended health care
 - Healthcare
 - Dental
 - And Vision care
- On-site parking
- RRSP matching
- Ongoing support for educational and career opportunities

To Apply:

Interested candidates should forward their resume in confidence to:

Pat Morden, Interim CEO,
70 Macklin Street North,
HAMILTON, ON L8S 3S1

pat.morden@shalomvillage.ca

Phone: 905-529-1613 x 307

Deadline: Until filled.

We thank all applicants for their interest. Only those selected for an interview will be contacted.