



MENNO PLACE
CLINICAL CARE LEAD

Permanent Full-time
37.5 hours per week / Flexible schedule
Hourly Rate: \$37.00 - \$41.00 PER HOUR

SUMMARY OF JOB DESCRIPTION:

At Menno Place, we are committed to a culture of compassion, excellence, respect, integrity, and innovation in senior care. The Clinical Care Lead plays a vital role in ensuring the highest quality of life for our residents by supervising and mentoring Care Aides, supporting clinical operations, and fostering a collaborative team environment. This role provides guidance on documentation practices, ensures compliance with training requirements, and enhances resident-centred care.

SKILLS & ABILITIES:

- Provides direct supervision of Care Aides, ensuring resident-centred, compassionate, and high-quality care.
- Collaborates with the Manager of Care (MOC) in delivering Resident Family Centred Care (RFCC) to promote dignity, autonomy, and well-being for residents.
- Participates in Care Aide recruitment (interviews), conducts regular performance evaluations, identifies opportunities for coaching and development, and recognizes outstanding contributions.
- Promotes a positive, inclusive, and engaged workplace culture, fostering teamwork and continuous learning.
- Serves as an advocate for residents and families, represents Care Aides in care conferences, and helps address concerns with professionalism and empathy.
- Ensures compliance with Care Aide practice standards, collaborates with RCCs to provide coaching, and supports quality care delivery based on resident needs.
- Participates in complaint reviews and audit processes, supporting a culture of accountability and continuous improvement.
- Maintains positive working relationships with unions, ensuring open communication and collaboration.

REQUIRED QUALIFICATIONS:

- Licensed Practical Nurse (LPN) certification in good standing.
- 3-5 years of experience in nursing, preferably in geriatric or long-term care settings.
- Experience mentoring and coaching Care Aides on documentation and training compliance.

- Strong leadership, mentoring, and team-building skills.
- Excellent problem-solving abilities and effective communication skills with residents, families, and staff.
- Proficiency in electronic documentation systems, particularly Point of Care (POC).
- Understanding of union environments and experience in labour relations is an asset.

WORK AREA: Menno Home

HOURS OF WORK: 0800 - 1600 Monday to Friday; Flexible hours and days. Possible evenings & nights

DAYS OFF: As per rotation - must be flexible.

EFFECTIVE DATE: June 30, 2025, or as soon as practicable

Benefits:

- Company events
- Dental care
- Employee assistance program
- Extended health care
- Flexible schedule
- On-site gym
- On-site parking
- Paid time off
- Tuition reimbursement
- Vision care
- Wellness program

Experience:

- nursing: 3 years (required)
- Older adult/Complex care: 3 years (required)
- Coaching & training HCA's: 1 year (required)

- PCC & POC: 1 year (preferred)
- Leadership: 1 year (preferred)
- Leadership in Unionized environment: 1 year (preferred)

Licence/Certification:

- LPN certification in good standing (required)

Health & Safety

- Is aware of their rights and responsibilities and follow all health and safety policies and procedures.
- Works safely to reduce the risk of injury to self, co-workers, and residents.
- Is alert to and promptly reports all actual or potentially hazardous situations to immediate supervisor. Does not operate or use faulty equipment.
- Promptly reports personal injury to supervisor and seeks first aid as needed.
- Participates in fire safety demonstrations and fire drills and knows the facility fire and disaster plan.

In the online application, you will be required to:

- Upload a Resume (PDF, Word doc)
- Supply two Employment History references including Contact Information of Company and Immediate Supervisor
- Supply three references with contact information (3 work-related references, 1 character reference)
- Upload Record of Immunization (digital file upload – JPG or PDF)
- Upload Criminal Record Check done in past 12 months (digital file upload – JPG or PDF)

We thank all applicants however only those short-listed candidates will be contacted.

[Click Here to Apply Online](#)