



**DIRECTOR, NEPHROLOGY  
FULL TIME  
UN.EX.-090000768**

**DUTIES AND RESPONSIBILITIES:**

The Director, Nephrology Program reports to the Vice-President, Patient Services. This position is responsible for all Chronic Kidney Disease services at Lakeridge Health including ambulatory hemodialysis across two sites, home dialysis programming and the Kidney Care Clinic. In addition, the Director is responsible for overseeing the coordination of the Chronic Kidney Disease Prevention and Management initiative for the CELHIN.

The Director will have a pivotal role in the continued evolution of the Regional Nephrology System at Lakeridge Health and the broader Ontario Renal Network. The Director will possess strong leadership skills and expertise in both strategic planning and change management in addition to financial and human resource management expertise. In addition, they will be responsible for achieving results; empowering and developing others; generating enthusiasm, excitement and buy-in across the organization; and collaborating and engaging constructively with others to promote a positive climate organizational alignment.

The Director will have a personal drive and need to achieve results by working to accomplish program outcomes and setting goals and priorities that maximize the use of resources.

**QUALIFICATIONS:**

- registration with or be eligible for registration with the College of Nurses of Ontario;
- a Masters Degree (or in progress) in a related discipline;
- significant related nursing management experience in Nephrology services, preferably in a multi-site hospital environment;
- a proven track record of achieving results that improve the organization and inspire confidence and commitment;
- demonstrated ability to lead effectively and create a high performance culture that facilitates growth and development;
- proven ability to inspire others to work toward common goals by increasingly engaging and empowering them;
- proven ability to critically analyze issues;
- proven management skills including financial, human resources, quality improvement, change management, evaluation and planning and utilization management skills;
- superior verbal and written communication skills, including the ability to fully utilize contemporary information and communication tools; and
- well-developed negotiation and conflict management/resolution skills.

**CONDITION OF EMPLOYMENT:**

The terms and conditions of employment are in accordance with Lakeridge Health's corporate policies and procedures.

**Are you interested in this position? If so, please submit a resume with covering letter quoting file number UN.EX.-090000768 and stating how your knowledge, skills and experience correspond to the position qualifications listed above, to:**

[dmiller@lakeridgehealth.on.ca](mailto:dmiller@lakeridgehealth.on.ca) or forward it to:  
Lakeridge Health Corporation  
Human Resources Department  
1 Hospital Court  
Oshawa, Ontario L1G 2B9  
Attention: Dianne Miller  
Fax: 905-721-4755

*Lakeridge Health Corporation thanks all applicants, however, only those selected for an interview will be contacted.*