



11 February 2019

## Health and Wellness Manager,

### The Village Langley

Managed by Verve Senior Living - Langley, BC

Come join us and help make a difference in the lives of older adults! Our employees thrive on collaboration and have a passion for excellence, achieving multiple awards including the Order of Excellence in Quality, from Excellence Canada. As part of our team, the things you do are key to helping us achieve our shared vision of helping seniors live longer, better. Oh, and you'll also have a lot of fun doing it. Want to join us?

Simply put, the purpose of The Village Langley, and all those who work here, is to enable the well-being of those we serve.

The Village Langley aspires to be much more than a community that supports and cares for people living with a dementia diagnosis. We strive to be a place where, through the dedicated service of our team members, each Resident has an enriched living experience and lives their own best life, each-and-every day.

The role of a Village team member is to facilitate an enriched living experience for each Resident by: fostering and nurturing relationships; enabling Residents to control and manage their day; enabling feelings of safety, security & connectedness to people and things that matter to each person; establishing trusting relationships with families; enabling learning of new things, and; making meaningful contributions within The Village Langley and surrounding communities. Our success is largely determined by the amount of joy, love and laughter experienced by each of those we serve – Residents, staff, volunteers and local community.

The primary role of the Health and Wellness Manager is, through leadership of Household and Health and Wellness Teams, to empower each Resident to achieve and sustain health and well-being, live life to the fullest, flourish and thrive, regardless of cognitive or physical limitations.

Reporting to the Executive Director, the Health and Wellness Manager is a **Registered Nurse** (RN), accountable to lead a full spectrum of health, wellness and clinical activities in a registered assisted living and licensed complex care community, serving 75 persons with varying dementia types. They directly manage registered and non-registered staff, including transition and housekeeping teams, as well as an assigned budget.



**Enabling skilled and confident interdisciplinary teams, they are accountable for the following activities and outcomes:**

## **1. Wellness Promotion**

Our goal is to help each Resident remain as independent and autonomous as possible, for as long as possible. The Health and Wellness Manager leads The Village wellness portfolio in the following ways:

- Leadership of registered assisted living and licensed complex care health and safety and care standards including hospitality and prescribed services.
- Leading monitoring and assessment of each Resident's health, ensuring appropriate services are organized and provided as necessary, in a timely fashion
- Leadership of programs and activities which encourage Residents to eat nutritiously, move more and sleep well.
- Leadership, coordination and delivery of education programs and competency-based learning opportunities for Household and Health and Wellness Teams.
- Ensuring full compliance with relevant federal, provincial and regional legislative and regulatory instruments.
- Supported by the Executive Director, liaising with licensing and regulatory bodies.

## **2. Health Care**

Our goal is to ensure that each person receives the health care they need, when and where they need it, in a manner that facilitates their enriched living experience. The Health and Wellness Manager will coordinate and provide health care by:

- Ensuring full compliance with professional standards of practice in clinical, health and wellness operations.
- Ensuring that each person has a comprehensive health care assessment prior to move in.
- Leading Personal Service Plan and Care Plan activities in compliance with regulatory standards.
- Leading regular health assessment, monitoring and promotion clinics respecting Resident needs and preference.
- Leading, assigning and delegating of professional health services in collaboration with licensed and registered nurses, physicians, pharmacists, and allied health professionals such as occupational, physical and speech therapists.
- Leading auxiliary health services coordination such as: diagnostics; laboratory referral; dental health; podiatry; respiratory therapies; continence care; enterostomal care; skin and wound care; falls prevention; nutrition and hydration care; pain management; medication management and reconciliation; psychogeriatric support, and; emergency services.
- Leading maintenance and documentation of personal health records in accordance with legal requirements.
- Meeting with Residents and families to address health and wellness issues and concerns.



- Leadership of infection prevention and control programs and activities.
- Coordinating Resident-inclusive interdisciplinary care conferences.

### **3. Household Team Support**

In a registered assisted living and licensed complex care community, dedicated Household Teams provide Residents with appropriate ongoing assistance, monitoring, supervision and care in such areas as activities of daily living, medication management and direct health care. Each Household will have an accountable and designated Leader, assisted by Enriched Living Facilitators, to meet Resident needs in accordance with each person's Personal Services or Care Plan.

The Health and Wellness Manager supports Household Teams by:

- Professional and practical competency development of self-led home-making teams.
- Leadership of comprehensive health, ability and needs assessment of each person prior to moving into the Household.
- Leadership of development, modification and documentation of each person's Personal Service or Care Plan in accordance with British Columbia's Community Care and Assisted Living Act and Residential Care Regulations.
- Provision of education and competency-based learning, to unregulated care providers, of assignable and delegable personal care tasks under British Columbia, Ministry of Health Services, Personal Assistance Guidelines.
- Acting as a mentor and coach to Household Teams and nurses, ensuring that all care, assigned and delegated services support and demonstrate a Resident-directed culture, consistent with industry, professional and regulatory standards.
- Leading Resident health and safety programs including: watchful-eye; emergency response; falls prevention; reportable incidents; safe lift, ambulation and transfer activities; non-abuse; least restraint; entrapment risk assessment and management, and; safety rounds.

#### **Other Responsibilities:**

- Supported by the Executive Director, acting as the primary contact with the Assisted Living Registrar and Community Care Facilities Licensing Office.
- Championing, implementing and supporting continuous quality improvement.
- Regular and timely communication with the Executive Director on related health and wellness portfolio concerns.
- Policy and procedure creation, implementation, monitoring and evaluation.
- Financial and budgetary accountability for labour and non-labour expenses within the health and wellness portfolio.
- Commitment to promotion and completion of continuous education and professional development.



## **Necessary Qualifications, Skills, and Experiences**

The Village Langley Health and Wellness Manager will have demonstrated the following in previous endeavors and will be evaluated on the following:

### **Leadership Characteristics**

- Honest, truthful and ethical
- Inspiring, dynamic, enthusiastic, positive and optimistic
- Competent, capable and effective
- Fair, open minded and flexible
- Cooperative and team oriented
- Caring and committed
- Organized and determined

### **Professional Abilities & Qualifications**

- **A Registered Nurse, eligible for registration with the BCCNP.**
- **Minimum 7 years clinical experience, 2 years supporting older adults with a dementia diagnosis.**
- Demonstrated knowledge and ability to implement The British Columbia Community Care and Assisted Living Act and Residential Care Regulations.
- Demonstrated commitment to and understanding of the concepts of shared leadership and team empowerment, and person-directed care.
- Demonstrated success in team leadership, including mentoring, coaching and performance management.
- Excellent communication skills in English, both orally and in writing.
- Computer literacy.

*"We accommodate persons with disabilities in the recruitment and hiring process."*

**All offers of employment are subject to a Criminal Background Check. We thank all who apply; however, only candidates under consideration will be contacted.**

The Village Langley, Managed by Verve Senior Living -

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