



Position Title:	Clinical Director, Inpatient Medical, NPs, Rehab and Patient Flow
Position Status:	Full Time
Posting No.:	25-252RP
Salary Range:	\$126,794 - \$142,537.12
Deadline to Apply:	March 10, 2026
Current Vacancy:	Yes

Clinical Director – Inpatient Medical, NPs, Rehab and Patient Flow

About the Position

Reporting to the Vice-President Clinical and Chief Nursing Executive, the Clinical Director will be responsible for the overall leadership of initiatives, activities and programs of our 30-bed inpatient medical unit, rehabilitation team and is responsible for patient flow at Norfolk General Hospital. This position also has our inpatient nurse practitioner team, Nurse Led Outreach Team and the Hospital to Home program reporting to them.

The successful candidate will facilitate multi-disciplinary collaborative relationships, deliver quality patient care and assume professional responsibilities for the management, coordination and delivery of patient care in accordance with our hospital's mission, vision and values. The Director provides leadership that supports innovation and excellence and the right candidate has demonstrated success in being a change agent and in developing teams to achieve ambitious goals. This is an excellent opportunity for a dynamic individual who has a minimum of 5 years of leadership skills, change management skills and is dedicated to excellence in patient care and service delivery and employee engagement.

QUALIFICATIONS

- Health Care Professional in good standing with their respective College.
- Bachelor of Science in Nursing from an accredited post-secondary institution.
- Master's degree in Health Administration or related field or equivalent combination of experience and education, preferred.
- Minimum of five years' progressive management experience in hospital and/or health care industry.
- Experience in hospital capacity and flow a leadership position an asset
- Evidence of lifelong learning & professional development.
- Demonstrated success in program development and strategic forward planning
- Comprehensive knowledge of standards of care, professional standards, best practice, evidence-informed decision making, legislative requirements, risk management and quality improvement.
- Demonstrated excellence in communication both written and verbal.
- Demonstrated ability to deal with the complexities presented by medical staff and a unionized environment.
- Demonstrated conflict management skills, project management, continuous quality improvement and change management.
- Excellent critical thinking/decision making knowledge & skills, program design, development and LEAN principles.
- Demonstrates ethical practice.
- Strong computer/technology skills.
- Able to work independently, meet timelines, work within and lead a team, strong organizational skills.
- Able to prioritize and manage multiple priorities effectively.
- Valid Ontario Driver's License & reliable transportation.
- Creative, innovative and flexible.
- Demonstrated experience in a rural hospital.

GENERAL RESPONSIBILITIES

- Responsible for the overall leadership of initiatives, activities and programs of our inpatient medical unit.
- Responsible for the overall leadership of initiatives, activities and programs of Rehab, NPs, NLOT and H3H program.

- Represents the hospital on regional committees and tables related to ALC, Capacity and flow.
- Functions as a member of the Clinical Directors group
- Participates/leads internal and external Hospital Committees.
- Maintains current knowledge of health care issues and trends, and participates in professional association and allied health organizations.
- Creates an environment that promotes and supports safe, effective and ethical practice.
- Demonstrated commitment to creating a practice environment that fosters professional growth and improves professional practice.
- Provides Director Level leadership and responsibility for patient flow and ALC
- Promotes interdisciplinary and interdepartmental relationships and a teamwork environment.
- Accountable for fiscal resources both human and material.
- Fosters a continual learning and caring environment.
- Proactively identifies areas for quality improvement and ability to promote effective change management
- Provides on call coverage after hours as part of the administration on call group.
- Other duties as assigned.

**A great team, an exceptional environment, professional growth...
these qualities make our hospital a great place!**

West Haldimand General Hospital and Norfolk General Hospital have a shared leadership model where many of our programs are harmonized. Part of this portfolio will include program coverage both day to day and while on call. WHGH has a 23 bed inpatient unit, operating room and a growing emergency department that supports close to 18,000 visits per year.

Located in Simcoe, Ontario, Norfolk General Hospital provides exceptional healthcare to a municipality of approximately 69,000 people. Our area of focus provides a continuum of service throughout the life span of the people we serve including Emergency, Critical Care, Obstetrics, Medicine, Surgery, and Complex Continuing Care. Employing approximately 550 highly skilled and dedicated employees, Norfolk General Hospital is a full service, 106-bed hospital with 24/7 on-call coverage of Specialists in Surgery, Anesthesia, Internal Medicine, and Obstetrics as well as on-site 24-hour per day medical coverage. Our ICU is a Level 2a advanced care unit with 9 beds, admitting primarily post-surgical, cardiac and respiratory patients.

Simcoe is less than one hour away from most major centres, including Hamilton and London, and only 90 minutes from the Greater Toronto Area. Situated in Norfolk County (Ontario's South Coast), Simcoe is not far from Lake Erie and the 88 miles of shoreline that includes long stretches of sandy beach.

For more information about NGH and WHGH and the communities we serve, please visit www.ngh.on.ca and www.whgh.on.ca

Interested applicants must submit a current cover letter and resume to the Human Resources Department by e-mailing ngghr@ngh.on.ca , referring to posting number above by 1600 hours by March 10, 2026

Please note NGH and NHH do not use AI to aide or support in our recruitment process.

In order to ensure equal opportunities during the recruitment and selection process, Norfolk General Hospital, West Haldimand General Hospital and Norfolk Hospital Nursing Home provide accommodations for applicants with disabilities, upon request.

Norfolk General Hospital, West Haldimand General Hospital and Norfolk Hospital Nursing Home thanks all applicants for their interest. Please note that only those applicants selected for an interview will be contacted.