



Idlewyld Manor  
Thrive Group

## **Director of Clinical Practice** Idlewyld Manor

### **Organization Background:**

We are currently hiring a **Full-time Director of Clinical Practice** to join our team! If you are a **Nurse Practitioner (NP)** interested in joining a team of highly skilled healthcare professionals who are committed to making a difference, then we want to hear from you!

**Idlewyld Manor** is an accredited, non-profit charitable long-term care facility with 192 beds and situated on Hamilton's west mountain. Our facility sits on a picturesque 13-acre corner lot surrounded by trees and lush gardens and is steeped in a rich history of community service of over 150 years.

Idlewyld Manor is also a part of **Thrive Group**: providing a spectrum of integrated services to support and care for individuals to live as independently as possible and by bringing together like-minded organizations.

*Thrive Group is proud to be certified as one of Canada's Great Places to Work®! In addition, we have been recognized and awarded as:*

- **2025 Best Workplaces in Health Care**
- **2025 Best Workplaces™ for Giving Back**
- **2024/2025 Best Workplaces™ with the Most Trusted Executive Team**
- **2024 Top 50 Best Workplaces in Canada**

We're thrilled to be acknowledged for our commitment to creating an exceptional workplace!

### **Position Summary:**

As a member of the Idlewyld Manor Leadership Team and working closely with the Director of Care (DOC), the Director of Clinical Practice provides clinical leadership to Idlewyld Manor nursing department and work closely with the Nurse Practitioner (NP) teams across Thrive Group. This position works in close collaboration with Nursing, Medical, and interdisciplinary teams to ensure excellence in care for residents living within the organization's LTC homes. This position is responsible for the continued development of clinical programs, including planning, evaluation, review, and directing such programs at Idlewyld Manor in alignment with other Thrive Group organizations. The position arranges for external specialist consultations and provides communication to hospitals, health providers and other

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inter-professional teams as required. Researches and promotes innovative best practice approaches to support knowledge acquisition and on-going professional development within the nursing teams and collaborate with the DOC.

### **Qualifications:**

- A post-graduate degree in nursing, preferably at a master's level.
- Current Nurse Practitioner Registration with the College of Nurses of Ontario in the Extended Class - member in good standing required.
- A minimum of five years of experience in LTC, Community or Primary Care setting.
- Previous experience working with seniors and/or people with disabilities within a 24/7 environment preferred.
- Must be familiar and have a working knowledge of electronic documentation health records software.
- Familiarity with MS Office applications, Point Click Care, and RAI-MDS is advantageous.
- Prior knowledge of the Ontario Health Care system; Retirement Homes Act and Regulations; Accessibility for Ontarians with Disabilities Act (AODA); and Excellent Care for All Act desirable.
- Must have the ability to act as a role model and influence others; foster effective teamwork; and lead by example.
- Evidence of critical thinking and superior organizational skills must be evident.
- Must have advanced skills in building and maintaining working relationships with all members of the health care teams and community partners with the ability to work in a collaborative practice model.
- Must have solid analytical; verbal and written communication and report writing skills.
- Must be able to give and take direction and build strong relationships with residents, employees, family members and the general public.
- Superior problem-solving skills and ability to multi-task in a fast-paced, dynamic work environment required.
- A valid driver's license is required as well as successful completion of a Police Check, Vulnerable Screening Check and Medical clearance.

**Salary:** \$123,974 - \$151,050 annually

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**To Apply:**

Please fill out the application at <https://bit.ly/DirectorIWM>

Alternatively, please send your resume and cover letter to:  
Thrive Group Human Resources Team [HR@thrivegroup.ca](mailto:HR@thrivegroup.ca) or by fax to 905-383-7112

In the subject line of the email please reference: **Director of Clinical Practice**

**Deadline:** Monday January 26, 2026 at 11:59pm

*At [Thrive Group](#), we embrace equity, diversity, and inclusion. Our commitment to this is directly linked to our organizational values of Teamwork, Honesty, Respect, Innovation, Versatility, and Excellence. Thrive Group strives to attract, develop, and retain a workforce that is as diverse as the residents, clients, and customers we serve and are committed to providing an accessible candidate experience through the recruitment and selection process. Should you require accommodation through any stage of the recruitment process, please contact the Human Resources Department at 289-309-8477 or email [hr@thrivegroup.ca](mailto:hr@thrivegroup.ca)*