



Niagara Ina Grafton Gage Village
413 Linwell Road
St. Catharines, Ontario L2M 7Y2
www.niagarainagrafton.ca

JOB TITLE: Director of Care
SALARY: Starting from \$ 90,000
STATUS: Permanent Full-time
DATE: January 28, 2026

“Grow in your nursing career, while supporting our community of seniors in this leadership role.”

Organization Background:

Niagara Ina Grafton Gage Village (the “Village”) is a not-for-profit charitable organization that has been providing housing and services to seniors for over 60 years. The organization encompasses two sites; the main location in the City of St Catharines has been operating since 1959 and the newer facility, Stone Road Village in the Town of Niagara-on-the Lake, has been in operation since 2012. Combined, these two sites provide housing to more than 500 seniors. At the Village, seniors live in either rental, rent-geared-to-income apartments, life lease bungalows or apartments, bedsitter rooms, or long-term care (nursing home). At Stone Road Village, life lease apartments are available for active seniors. The Village is one of the largest providers of services for seniors in Ontario.

Role Objective:

Under the direction of Chief Executive Officer, with a functional reporting relationship to the Administrator, the Director of Care will provide clinical care services for our 40-bed facility, by leading, directing and mentoring a multidisciplinary healthcare team to ensure safe and high-quality resident centered-care is provided to our residents. The Director of Care will work in accordance with professional standards of practice, Ministry of Long-Term Care and local health authorities.

To support the delivery of high-quality care and the achievement of the home’s strategic objectives, the Director of Care is supported by dedicated administrative and operational staff, including the Resident Support Coordinator, Infection Prevention and Control Coordinator, and Long-Term Care Administrative Assistant.

Key Responsibilities:

- Oversees the planning, organization, direction, and supervision of Long-Term Care department activities to ensure high-quality resident care;
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- Ensure the ongoing development of comprehensive care plans tailored to the residents' physical, emotional and mental needs;
- Lead and direct staff involved in the provision of continuing care by promoting new initiatives and assigning effective and efficient work assignments;
- Oversee the Activation Department and its staff, ensuring the effective delivery of activity programs for residents;
- Maintains a high level of communication and collaboration with other departments and managers, to ensure resident needs are met;
- Oversee and maintain compliance with regulatory requirements including the Fixing Long-Term Care Act and Ministry of Health standards;
- Actively supports and implements Continuous Quality Improvement (CQI) initiatives throughout the home;
- Coordination and management of Resident Assessment Instrument-Minimum Data Set (RAI-MDS) and interRAI LTCF;
- Plans and assists as required with clinics including Eye, Dental, Hearing Aid, and Foot Care;
- Collaborates with the Human Resources department through participating in workplace investigations and any labour relations matters;
- Oversees the delivery of care programs within budget and regulatory requirements, and recommends new product and service sources with supporting rationale for budget variances.
- Monitor and controls requisitioning and re-allocation of drugs and narcotics as required and in accordance with Ministry regulations, as well as ensuring record keeping is regularly and up-to-date;
- Oversees the monitoring, assessment, and implementation of Infection Prevention and Control (IPAC) practices;
- Actively demonstrate commitment to workforce development and a culture of learning by supporting student placements within the home and participating in our PSW Living Classroom partnership;
- Completes other duties as assigned by the Long-Term Care Administrator.

Qualifications:

- Bachelor of Science in Nursing and three (3) to five (5) years in a leadership role within a long-term care setting;
- Current registration as a Registered Nurse with the College of Nurses of Ontario;
- Proficient in Microsoft Office Suite;
- Sound financial management skills, and understanding of funding in a residential care setting;
- Possess character traits such as empathy, flexibility and the ability to provide encouragement;
- Communicate clearly and sensitively with vulnerable people and their families;
- Demonstrates an organized, efficient and flexible approach to the job and problem-solving abilities;
- High level of compassion and emotional resilience are essential.

Special Requirements:

- Willing to work the hours necessary to ensure the effective operation of the facility;
- Prepared to respond to emergency situations and ensure seamless care during staffing shortages, including stepping in as Charge Nurse when required;
- Ensure 24 hour on-call for clinical consultation, and/or reporting purposes;
- Participate in the five (5) week rotation of organization manager on-call schedule.

Direct Reports:

Union Staff

- Registered Nurses (20)
- Personal Support Workers (40)
- Activation Staff (4)

Non-Union Staff

- Resident Support Coordinator (1)
- Long-Term Care Administrative Assistant (1)
- Infection Prevention and Control Coordinator (1)

Please note that successful applicants will require a current Police Reference Check suitable for working with the vulnerable sector prior to commencing employment. It is required that all new hires are to have first and second dose of tuberculosis (TB) vaccination as a condition of employment with Niagara Ina Grafton Gage Village.

To Apply:

Interested candidates should forward their cover letter and resume when applying for this position via indeed or to careers@niagarainagrafton.ca. To learn more about Niagara Ina Grafton Gage Village please visit: www.niagarainagrafton.ca

We are committed to creating an inclusive and diverse workplace. During the recruitment and hiring process, we offer accommodation for applicants with disabilities, in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). Please advise if you require an accommodation, if you are contacted regarding a position with Niagara Ina Grafton Gage Village.