

Director of Care

Job post summary

Date posted: August 26, 2026

Closing Date: September 16, 2026

Pay: CA\$115,000.00 - CA\$135,000.00 per year

Job description:

Join a team where compassion drives care, integrity builds trust, and selflessness shapes every resident experience.

The Director of Care (DOC) is a pivotal leadership role responsible for guiding the care team to deliver exceptional, resident centered, and relational care. The DOC manages all care operations, ensures compliance with regulatory requirements and organizational policies, and drives performance through ongoing audits and improvement initiatives. Additionally, this role cultivates a secure, respectful and compassionate environment focused on excellence in resident safety, quality of care, and quality of life.

Key Responsibilities

- Lead, mentor, and support nursing leaders and care teams to foster a culture of accountability, collaboration, employee engagement, and continuous improvement.
- Provide leadership for the planning, delivery, and evaluation of nursing and personal care services, ensuring care practices align with resident needs, preferences, and best practices.
- Ensure compliance with the Fixing Long-Term Care Act, Ministry requirements, College of Nurses of Ontario standards, Accreditation Canada standards, and organizational policies.
- Oversee clinical programs, quality improvement initiatives, risk management activities, audits, and performance monitoring to enhance resident outcomes and safety.
- Lead investigations and follow-up related to complaints, critical incidents, medication safety events, and regulatory requirements.

- Oversee recruitment, onboarding, performance management, staff development, scheduling, attendance management, disability management, and labour relations activities within the nursing department.
- Collaborate with residents, families, physicians, community partners, and interdisciplinary leaders to promote exceptional resident care and service excellence.
- Manage nursing budgets, staffing resources, and operational planning to ensure effective and efficient service delivery.
- Participate in the management on-call rotation and assume the role of Person in Charge, as required.

QUALIFICATIONS

- Registered Nurse (RN) with a Bachelor of Science in Nursing (BScN); Master's Degree in Nursing or related healthcare field from an accredited program (Preferred).
- Member of the College of Nurses of Ontario (CNO) in good standing.
- Current and unrestricted registration as a Registered Nurse with the applicable provincial or state regulatory licensing body.
- Must be legally eligible to work in Canada or have a valid work permit.
- Minimum 5 years of experience working as a Registered Nurse in a progressive managerial and or clinical supervisory capacity, preferably within long-term care, acute care, rehabilitation, or complex continuing care setting.
- Strong understanding of advanced knowledge of dementia/frailty and gerontological nursing care, and proven ability to manage teams in a unionized environment.
- Working knowledge of long-term care regulations, standards, and best practices.
- Successfully pass a Vulnerable Sector Check and/or Criminal Record Check applicable to the appropriate province.
- Proven track record of implementing quality improvement initiatives and achieving positive resident outcomes.
- Proficiency with electronic health records (EHR) systems and related technology.

Benefits:

- Company pension
- Employee assistance program
- On-site parking

Work Location: In person