



THE CORPORATION OF THE COUNTY OF PRINCE EDWARD
JOB OPPORTUNITY - EXISTING VACANCY
H.J. MCFARLAND MEMORIAL HOME
DIRECTOR OF CARE
(PERMANENT, FULL-TIME)
FILE #: 2026-65

Our Human Resources Department is currently accepting applications for the permanent full-time position of **Director of Care at H.J. McFarland Memorial Home**. Reporting directly to the Director, Long Term Care, the Director of Care is responsible for the overall effective management of the Nursing department, resident care and safety in accordance with relevant Acts, regulations, professional bodies, policies and directives from the Ministry of Health and Long Term Care and Accreditation Canada. The Director of Care will carry out these duties in alignment to the organization's mission, vision and values, and will work to further its priorities.

The ideal candidate will possess the following qualifications:

- Current unrestricted registration as a Registered Nurse with the College of Nurses of Ontario, required.
- Post-secondary degree in Nursing, required. B. Sc. Nursing, preferred.
- Minimum three years of Nursing experience including two years of experience in a managerial or supervisory role working in a health-care setting, required.
- Minimum one year of Nursing experience in the long-term care sector, required.
- Completion of an Infection Prevention and Control Certificate program, an asset (or willingness to enroll within 6 months of hire with completion in 1 year).
- Current Certification in Infection Control (CIC) through the Certification Board of Infection Control and Epidemiology (CBIC) an asset (or willingness to obtain within 2 years of hire).
- Certificate in Gerontology - GNC (C) designation, an asset.
- Demonstrated knowledge of all applicable legislation and regulations pertinent to the role, as well as an understanding of policies and legislation affecting municipal government that impact functioning in the role.
- Demonstrated knowledge of infection prevention and control practices and protocols, and application of this knowledge in long term care setting.
- Excellent interpersonal skills with the ability to effectively communicate and work collaboratively with a multi-disciplinary team, residents, family members and other groups.
- Demonstrated leadership skills including effective mentoring, coaching, counselling and conflict management skills.
- Ability to work with minimal supervision, including strong organizational, planning, time management, administrative, and sound decision-making skills.
- Strong understanding of staffing and scheduling procedures.
- Ability to prepare accurate and detailed records and reports.

- Ability to prioritize and work efficiently and accurately to meet deadlines in a fast-paced environment, responding with flexibility to changing priorities.
- Advanced computer proficiency with Microsoft Office applications, RAI MOS and computerized nursing documentation programs.
- Must hold a valid Class “G” Ontario driver’s license.
- Willingness to provide proof of a negative result from a 2-Step TB Skin test.
- Current satisfactory Vulnerable Sector Screening Check.

The salary range for this position is \$105,036.10 to \$147,200.49 per annum, as per the Non-Union By-Law. Compensation also includes a competitive benefit package and membership in OMERS, a defined benefit pension plan. Please submit your cover letter and resume prior to **4:00 pm on September 25, 2026**, to careers@pecounty.on.ca.

We thank all candidates for their interest, however only those selected for an interview will be contacted. We are committed to creating an accessible and inclusive organization and to providing barrier-free and accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Should you require Code-protected accommodation through any stage of the recruitment process, please make this known when contacted and we will work with you to meet your needs.

The personal information being collected will be used in accordance with The Municipal Act and The Municipal Freedom of Information and Protection of Privacy Act and shall only be used in the selection of a suitable candidate.