



Supervisor of Nursing and Personal Care II

**Job Number: SUPER006426,
SUPER006424, SUPER006425,
SUPER006418**

Position Status: Part Time & Full Time

Union: Non-Union

Division: Long-Term Care

City: Forest & Petrolia

Number of Positions: 4

Hours of Work: As scheduled

Wage Rate: \$53.36 - \$63.51/hour

Date Posted: Monday, Sept 14, 2026

Closing Date: Sunday, Oct 4, 2026

About Us

The County of Lambton is located in Southwestern Ontario, nestled along Lake Huron and the St. Clair River, next to the state of Michigan and is home to a diverse and welcoming population of approximately 128,000 residents.

The Corporation of the County of Lambton is one of the area's largest employers with approximately 1,300 employees. The County's seven divisions deliver hundreds of services and programs to our residents, such as emergency medical services, provincial offences court, three long-term care homes, 25 library branches, three museums, an art gallery, archives, public works, public health services, social services, planning and building services.

We are committed to sustainability, economic growth, environmental stewardship and an enhanced quality of life through the provision of responsive and efficient services and collaborative efforts with our municipal and community partners.

About the Role

The Supervisor of Nursing and Personal Care II provides complex clinical and operational leadership for nursing and personal care staff within the assigned Home Area(s), including Registered Practical Nurses (RPNs) and Personal Support Workers (PSWs). The role is responsible for supervising, coaching, mentoring, and supporting the interdisciplinary care team to ensure the delivery of safe, evidence-based, person-centered care in accordance with the Fixing Long-Term Care Act, 2021, professional standards of practice, and County policies. The Supervisor promotes a culture of accountability, collaboration, quality improvement, and person-centered care, ensuring optimal care outcomes and an exceptional Elder and family experience. As required, the Supervisor assists the Director of Nursing and Personal Care (DONPC) with assigned tasks.

Duties & Responsibilities

Clinical Leadership & Care Oversight:

- Provide direct supervision and leadership to RPNs, and PSWs.
- Ensure Elder-directed, person-centered care principles are consistently embedded in daily practice and reflected in care planning, service delivery, and team behaviours.
- Ensure the development, implementation, and ongoing evaluation of individualized Care Plans in collaboration with the interdisciplinary team.

- Participate in and support Care Conferences and interdisciplinary care planning processes.
- Monitor and audit documentation practices (PCC, POC, InterRAI) to ensure accuracy, timeliness, and compliance with professional and legislative standards.
- Ensure safe medication management practices and adherence to nursing standards of practice and regulatory requirements.
- Support and ensure compliance with mandatory programs, including continence management, pain and palliative, infection prevention and control, restorative care, skin & wound care, BSO, and other specialized care initiatives.
- Assist in investigating and following up on Elder care concerns, complaints, and critical incidents, ensuring appropriate corrective action and documentation.
- Advocate for Resident Rights and ensure adherence to the Resident's Bill of Rights.
- Participate in Ministry inspections and support corrective action planning to address identified findings as required.
- Monitor risk indicators, infection control data, medication management practices, and other clinical quality metrics to identify trends and recommend improvements.
- Leads complex Elder assessments, change-in-condition reviews, and clinical escalation decisions for high-acuity or unstable Elders.
- Supports the DONPC with serious incident reviews, audit follow-up, and other complex clinical leadership tasks

Human Resources Management:

- Participate in the recruitment, selection, orientation, and training of nursing staff.
- Conduct performance evaluations and ongoing performance coaching.
- Address performance concerns, attendance management, and progressive discipline in collaboration with the DONPC and Administrator.
- Support student placements and mentorship.
- Promote positive labour relations through knowledge and application of collective agreements.
- Ensure mandatory education and required certifications are maintained.

Quality Improvement & Clinical Excellence:

- Participate in Home-wide Quality Improvement initiatives.
- Contribute to the development, monitoring, and evaluation of Quality Improvement Plans (QIPs).
- Facilitate the collection of clinical and operational data to identify improvement opportunities.
- Participate in internal committees (e.g., Infection Control, Quality, Medication Management, Health & Safety).
- Collaborate with the Leadership Team to identify education and professional development needs.
- Provides advanced clinical mentorship, competency validation, and practice coaching to nursing staff in higher-risk clinical and mandatory programs.

Communication and Elder/Family Management:

- Support Elders and families as point of contact, helping to resolve concerns proactively in collaboration with the DONPC and Administrator.
- Facilitate team meetings, rounding and daily Home-Area huddles to promote communication and accountability.

- Clearly communicate organizational priorities, policies, and expectations to the care team.

Operational and Administrative:

- Monitor staffing patterns, skill mix, and workload distribution to support safe, efficient, and responsive care delivery across assigned Home Areas.
- Serve as the Manager on Duty during assigned evenings and weekends, assuming delegated on-site leadership responsibility for the overall operations of the Home in absence of senior leadership.
- Respond to and manage operational, staffing, clinical, and Elder-related issues that arise after regular business hours, exercising sound judgement and escalating to the DONPC, Administrator, or other senior leadership as required.
- In coordination with the DONPC/Administrator, coordinate the Home's response to incidents, emergencies, critical events, and infectious disease situations during non-business hours, ensuring regulatory compliance, appropriate documentation, and timely communication.
- Coordinate responses to infrastructure or building related failures (e.g., HVAC, power, water, fire systems), engaging external vendors, contractors, or emergency services as required, and ensuring appropriate follow-up and reporting to senior leadership.

General:

- Incumbents must keep up-to-date on all relevant legislation, collective bargaining agreements, County Policies and Procedures, etc. ensuring that these are implemented as prescribed
- Incumbents must possess the physical ability to meet the duties and responsibilities of the job description and/or the requirements identified within the position's Physical Demands Analysis

These describe the general nature and level of work being performed by incumbents in this classification. They are not an exhaustive list of all job duties in the classification. Other duties may be assigned.

Supervision Requirements

Direct Supervision: Registered Practical Nurses, Personal Support Workers

Indirect Supervision: Registered Nurses, Students and agency staff as assigned

Functional Authority: None

What We're Looking For

Minimum Formal Education

- Bachelor of Science in Nursing (BScN)
- Registered Nurse (RN) in good standing with the College of Nurses of Ontario (CNO)
- Education or certification in leadership is an asset

Experience

- Minimum of 3-4 years progressive clinical experience as an RN, preferably in Long-Term Care

- Demonstrated supervisory or leadership experience in a unionized environment is preferred
- Experience in performance management and staff development
- Experience with Ministry inspections and LTC regulatory requirements.
- Strong knowledge of Long-Term Care legislation and nursing standards of practice
- Working knowledge of PointClickCare (PCC), Point of Care (POC), and InterRAI
- Strong clinical assessment and critical thinking skills
- Effective conflict resolution and problem-solving skills
- Excellent written and verbal communication skills
- Demonstrated ability to lead, motivate, and support interdisciplinary teams
- Commitment to continuous quality improvement and resident-centered care
- Strong organizational and time management skills

Why Join Us?

Join a team dedicated to your professional growth and well-being. The County of Lambton offers a diverse, inclusive workplace featuring a competitive compensation plan, including group health insurance benefits for eligible staff and the [OMERS pension plan](#), one of Canada's largest defined benefit pension plans, which is available to all staff.

We prioritize our people through robust wellness programs, career development opportunities across multiple divisions, and a collaborative environment where your work truly makes a difference in the community.

How to Apply

Applications are accepted online until 11:59pm on Sunday, October 4, 2026. Please visit www.lambtononline.ca/jobs to apply.