AU CHÂTEAU
Une résidence de choix · A residence of choice

WE ARE HIRING

DIRECTOR OF CARE

Lead with purpose. Shape the future of resident-centred care.

Department	Reports To	Classification	Employment Type
Resident Care Services	**Administrator**	**Nursing Leadership**	**Permanent Full Time Position**

ABOUT THE ROLE

Au Château Home for the Aged is seeking an experienced and dynamic nursing leader to join our leadership team as Director of Care. This is a senior clinical leadership role with statutory responsibility under the Fixing Long-Term Care Act, 2021.

Reporting directly to the Administrator, the Director of Care is accountable for the supervision and direction of all nursing and personal care staff, and for the overall quality, safety, and regulatory compliance of resident care at Au Château. This is your opportunity to make a lasting impact on a home, a team, and the residents who call Au Château home.

WHAT YOU WILL DO

In this leadership role, your key responsibilities will include, but are not limited to:

- Fulfill the statutory role of Director of Nursing and Personal Care under the Fixing Long-Term Care Act, 2021, supervising and directing all nursing and personal care staff and services
- Provide operational leadership and as formally assigned, act on behalf of the Administrator to ensure continuity of operations and compliance with all legislative and organizational requirements
- Champion positive resident and family relations, following up to resolve concerns with professionalism and care
- Oversee staffing and materials management to maintain budget control, identifying efficiencies and opportunities to enhance service quality
- Lead staff education and training initiatives, fostering a progressive and evidence-based approach to resident care
- Provide leadership throughout health care accreditation processes and motivate staff toward positive outcomes
- Ensure staff accountability regarding documentation, confidentiality, and professional and legal obligations
- Monitor Home trends; evaluate and lead risk management, quality assurance, and continuous improvement initiatives
- Develop, review, and implement policies, procedures, and programs; define goals in accordance with legislated standards; manage home-wide infection control procedures
- Oversee the admission, transfer, and discharge of residents in accordance with policy and legislation
- Ensure proper administration, control, and safekeeping of medications by regulated professional staff
- Maintain appropriate safety and security procedures for residents, staff, and visitors
- Participate in committees as required (e.g., Health and Safety, Quality Improvement) and liaise with Ministry and community health and teaching agencies
- Conduct performance appraisals; manage recruitment, development, discipline, and performance of nursing and personal care staff
- Act as Management's Representative as outlined in the Grievance Procedure

- Ensure effective oversight of the on-call system to maintain 24/7 nursing coverage, supporting accountability and continuity of care
- Perform other related duties as required

WORKING CONDITIONS

This is a full-time, Monday-to-Friday leadership role based on-site at Au Château, with on-call accountability to support 24/7 nursing operations. The environment is a busy, regulated long-term care setting requiring sound clinical judgment, emotional resilience, and the ability to lead effectively under pressure.

WHAT WE ARE LOOKING FOR

Required Qualifications

- Bachelor of Science in Nursing, in good standing with College of Nurses' of Ontario (CNO).
- Minimum three (3) years of clinical nursing experience, including at least one (1) year in a long-term care setting and a minimum of two (2) years in a leadership or supervisory role
- Working knowledge of the Fixing Long-Term Care Act, 2021, the Health Disciplines Act, the Occupational Health and Safety Act, and the Standards of Nursing Practice
- Strong knowledge of nursing administration, including budgeting and report writing, and of long-term (geriatric) nursing care
- Bilingual proficiency in French and English is preferred, however, candidates demonstrating strong-English-language proficiency will also be given full consideration. Excellent verbal and written communication skills are required. Satisfactory Criminal Record Check (at own cost) prior to hire
- Two-Step Mantoux (TB) Test (at own cost) prior to hire
- Valid driver's licence, acceptable driving record, and personal vehicle insurance

Assets / Preferred

- Specialization in Gerontology from a recognized, Canadian-accredited university
- Completion of a long-term care home administration or management program of a minimum of 100 hours
- Upgraded or progressive nursing education beyond entry-to-practice, including specialization in gerontology, leadership, or health services management
- Familiarity with electronic documentation and care planning systems

CORE COMPETENCIES

Strategic Leadership	**Clinical Governance**	**Accountability**
Staff Development	**Resident-Centred Care**	**Regulatory Compliance**
Financial Acumen	**Conflict Resolution**	**Change Management**

WHY JOIN OUR TEAM?

- A meaningful leadership opportunity with direct impact on the quality of life of our residents
- A collaborative, mission-driven environment that values clinical excellence and person-centred care
- Supportive senior leadership and a dedicated interdisciplinary team
- A workplace committed to dignity, respect, and inclusion, for residents and staff alike
- Opportunities for professional engagement, accreditation involvement, and leadership development

SALARY RANGE: $120,162 - $138,117

HOW TO APPLY

Interested candidates are invited to submit via **EMAIL** a resume and cover letter to:

Au Château Home for the Aged
Address: 100 Michaud Street, Sturgeon Falls, ON P2B 2Z4

Attention: Teri Morano, True North HR Consulting
Email: teri.morano@truenorthhr.ca

Application Deadline: **October 8, 2026 or until filled** — We will review applications as they are received.

We thank all applicants for their interest; however, only those selected for an interview will be contacted. Accommodations are available throughout the recruitment process in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). Please advise us of any accommodation needs at the time of application.