

LANARK
COUNTY
REGULAR FULL TIME
DIRECTOR OF RESIDENT CARE
Posting #LL2026-083
\$124,800-\$151,691 annually

MANDATE: Responsible for the strategic and operational direction of the nursing department to meet the resident care needs of a vulnerable population. Ensure the provision of safe, quality nursing care, delivered in a resident focused manner; and at the same time ensuring corporate and legislative requirements are met. Ensure nursing services provided to residents are consistent with the Professional Standards of Practice of the College of Nurses of Ontario. Ensure that employees perform work in accordance with the *Fixing Long Term Care Act, 2021* and supporting regulations 246/22, Health and Safety legislation and corporate/departmental policies and procedures. Understand and interpret all components of related legislation for staff, residents and families and maintain systems and processes to maintain regulatory compliance. Ensure that appropriate action is recommended and initiated for those employees who do not work in compliance with the Act (s).

POSITION/QUALIFICATIONS:

Possesses a 4-year Bachelor of Science Degree in Nursing as well as a minimum of 6 years' progressive experience including a minimum of two years supervisory experience. Experience providing supervision includes leading hiring decisions, performance appraisals, and discipline of staff. Registered Nurse in good standing with current registration with the College of Nurses of Ontario who is passionate about the provision of the highest quality of care to older adults. Experience working as nursing leader in a Long-Term Care environment is an asset. Well-developed communication skills including experience dealing with complex and sensitive information with residents, families, physicians, staff members and external providers. Experience with the administration of employment and organizations policies and collective agreements. As an experienced, collaborative leader, you will demonstrate the ability to show initiative, innovation and the ability to work independently. You are a team player with strong team building skills and possess the ability to be flexible and adaptable to changing environments. You have creative and innovative ways of providing care in partnership with the resident/decision maker/family. Must meet job demands, physical and cognitive.

This is an existing position evaluated at Level 10 (\$124,800-151,691 annually) of the 37.5-hour 2026 Non Union Salary Grid. Must be available to work on call, some weekends and overtime as required. This position is supported by three (3) Associate Directors of Care.

What we offer: Competitive compensation, alternate work arrangements, extended healthcare coverage, dental and vision care, disability insurance, life, dependent life insurance, Ontario Municipal Employers Retirement System (OMERS) pension plan, Employee Assistance Plan (EAP), wellness promotion account, training and development opportunities

The Lanark County employee slogan is "Working Together to Achieve Greatness." If you embrace this ideal and you meet the position qualifications outlined above, please submit your application by selecting "apply link" on our website. **We look forward to receiving your application no later than Sunday, May 31, 2026.**

When submitting your application, please ensure your cover letter, résumé and any other related documents are submitted as a PDF or Word Document (.doc, .docx or .pdf). The file name should include your name and the job posting number (example: Jane/John Doe LL2026-083).

Lanark County is an organization that strives to embrace the spirit of inclusion, diversity, equity and accessibility. We are an equal opportunity employer committed to building an inclusive and barrier-free environment in which all individuals have access to the County's goods, services and facilities. **If contacted for an employment opportunity, please let us know if you require any accommodations to ensure you can participate fully and equally during the recruitment and selection process.**

AI may be utilized throughout the selection and recruitment process.

We would like to thank all who apply, but only those applicants selected for an interview will be acknowledged.

Note: Personal information collected from applications is collected under the authority of the Municipal Freedom of Information and Protection of Privacy Act, and will be used to determine qualifications for employment. Questions about the collection of Information should be directed to the Human Resources Department at the address indicated above.