

We Invite You to Join Our Team

**Integrated Laboratory Manager - Clinical Microbiology
Grand River Hospital and St. Mary's General Hospital**

As Integrated Manager, Clinical Microbiology, you will provide leadership for the Microbiology Program at both St. Mary's General Hospital and Grand River Hospital.

Grand River Hospital and St. Mary's General Hospital, two separately governed hospitals function as an integrated system with well-defined complementary clinical programs. Together we provide a full range of acute care services including general and subspecialty surgery and medicine, obstetrics and gynecology, pediatrics, emergency medicine, regional renal dialysis and mental health programs. Additionally, the Grand River Regional Cancer Centre and St. Mary's Regional Cardiac Centre are based out of these hospitals.

The Laboratory Services departments provide a comprehensive range of routine and specialized laboratory testing and clinical consultation to support diagnosis and monitor treatment of patients to support a broad scope of Clinical Programs. In addition, Microbiology services are provided to support the majority of hospitals in the Waterloo Wellington Local Health Integration Network.

The Integrated Manager – Microbiology will manage the Microbiology team at GRH but will also support the Microbiology needs at both Grand River Hospital and St. Mary's General Hospital. Together with medical, technical and clerical resources the Manager co-ordinates, integrates and implements quality improvement activities within the Integrated Department of Laboratory Medicine. The Manager will participate in annual internal audits to ensure IQMH accreditation inspection preparedness.

Key Responsibilities and Accountabilities:

- Maintains expertise in all aspects of microbiology and works in partnership with Infection Control and Microbiologist.
- Participation in Joint Committees throughout both organizations.
- Summarizes and reports QI activities and results within the department and to hospital committees as required.
- Conducts client satisfaction surveys as required by accreditation standards.
- Provide support for the preparation of work schedules and time records.
- Liaise with vendors and representatives of commercial companies as well as the Department of Purchasing and Stores.
- Quality Assurance and Risk Management analyses and reports, Quality Improvement projects.
- Updating of procedure manuals.
- Review of routine maintenance of equipment maintenance, repair costs etc.
- Participation in preparation of Operating, Capital, Staffing and Support Budgets for Microbiology.
- Escalates issues to the Integrated Administrative Director for support as required.
- Completes evaluation and performance standards on staff every 2 years.
- Responsible for hiring/discipline of staff.
- Relationship building within the organizations to improve the lab deliverables.

Qualifications:

- MLT with minimum 5 to 7 years laboratory management experience with preference given to experience in Microbiology and Quality.
- Current CMLTO registration.
- The desire to provide quality, patient-centered care.
- Genuine intent to foster the long-term learning and development of others
- Strong interpersonal & communication skills needed to support and enhance inter-professional collaborations and promote quality management among all stakeholders
- Ability to manage conflict and cultivate a respectful workplace
- Operating and Capital budget planning experience
- Experience with the management of a unionized team
- Knowledge of IQMH and the requirements
- Knowledge of statistical analysis (six sigma)
- Good attendance record

We look forward to you joining our team. Please visit <https://www.grhosp.on.ca/careers> and apply today!

Grand River Hospital is committed to fair and equitable employment and in our recruitment and selection practices. We strongly believe in inclusion and diversity within our organization, and welcome all applicants including, but not limited to: racialized communities, all religions and ethnicities, persons with disabilities, LGBTQ2S+ persons, Indigenous people, and all others who may contribute to the further diversification of our Hospital community. We are committed to providing and fostering a respectful workplace for all employees, free from violence and harassment. Grand River Hospital is a proud member of the Canadian Centre for Diversity and Inclusion (CCDI).

Upon individual request, the hospital will endeavour to remove any barrier to the hiring process to accommodate candidates, including those with disabilities. Should any applicant require accommodation through the application, interview or selection processes, please contact Human Resources in advance for assistance.