



**Haldimand  
War Memorial  
Hospital**

Embracing the health and hearts of the community

**NON-UNION JOB POSTING NU2026-05-12**

**Director, Emergency Department, Perioperative Services, Medical Device  
Reprocessing Department, and Out-Patient Services**  
**Position to commence immediately.**

**Position Summary:**

Reporting to the Vice-President and Chief Nursing Officer the Director is responsible for the Emergency Department, Perioperative Services, Medical Device Reprocessing Department and Out-Patient services. The Director takes a lead role in the coordination of effective patient care and in the development of strong patient care teams. The Director is a strong advocate for patient care in the departments and works as a liaison with other hospital departments. In this role, the Director participates in visioning, planning, evaluation, budget development, resource allocation, utilization management, risk management and the promotion of service excellence and quality improvement. The Director oversees various projects and works with others to ensure high quality patient care. As a highly motivated individual, you demonstrate effective leadership, planning and project management skills combined with exceptional problem solving and change management abilities.

**Vacancy Status:**

The posting is for one (1) upcoming permanent, full-time vacancy.

**Hours of Work:**

This position works 37.5 hours per week, Monday to Friday.

**Salary:**

\$59.57 - \$66.50 per hour.

**Responsibilities:**

- Functions as a member of Nursing Administration.
- Participates on Nursing and Hospital Committees.
- Maintains current knowledge of health care issues and trends, and participates in professional association and allied health organizations.
- Creates an environment that promotes and supports safe, effective and ethical practice.
- Demonstrated commitment to creating a practice environment that fosters professional growth and improves professional practice.
- Promotes interdisciplinary and interdepartmental relationships and a teamwork environment.
- Accountable for fiscal resources both human and material.
- Fosters a continual learning and caring environment.
- Provides on call coverage after hours.

**Qualifications:**

- Current registration in good standing with the College of Nurses of Ontario or registration with a Health Profession Regulatory College
- Bachelor of Science in Nursing or related university degree
- Membership with the Registered Nurses Association of Ontario (RNAO) required
- 5 years clinical experience in either Emergency or Perioperative Nursing required
- Previous leadership experience or ongoing leadership education preferred
- Demonstrates ability to deal with the complexities presented by medical staff and a unionized environment.
- Demonstrates conflict management skills, project management, continuous quality improvement

and change management.

- Excellent critical thinking/decision making knowledge & skills, program design, development and LEAN principles.
- Excellent communication skills
- Evidence of commitment to ongoing education
- Ability to act as a mentor/coach and resource to staff members
- Ability to promote and support effective team building and functioning
- Ability to foster positive working relationships with all staff and departments
- Excellent problem solving skills, negotiation and conflict resolution skills
- Ability to provide and receive constructive feedback
- Advanced interpersonal and leadership skills
- Ability to identify and problem solve potential risk issues
- Demonstrates a commitment to the Mission, Vision and Values of Haldimand War Memorial Hospital
- Demonstrates satisfactory work performance and attendance history
- Demonstrates a commitment to a healthy and safe workplace for self and others (staff, patients, families etc) by taking all reasonable precautions and working in compliance with hospital related policies, health and safety legislation and best practices and completing mandatory education as required.

At Haldimand War Memorial Hospital, we are an equal opportunity employer committed to fostering a Welcoming and inclusive workplace that values equity, diversity and belonging. As a community-centered rural hospital, we welcome and encourage applications from people of all backgrounds, identities and lived experiences. We are committed to providing a barrier-free, inclusive and accessible work environment in compliance with the Accessibility for Ontarians with Disabilities Act. If you require accommodation during any stage of the hiring process, please contact Human Resources at [hr@hwmh.ca](mailto:hr@hwmh.ca). We will work with you to meet your needs.

***Instructions to Applicants:***

Please forward your resume and letter of application to Human Resources ([hr@hwmh.ca](mailto:hr@hwmh.ca)).