

## CAREER OPPORTUNITY

<b>POSITION: CLINICAL MANAGER</b>	<b>COMPETITION #: 2025-11</b>
<b>STATUS: PERMANENT FULL-TIME</b>	<b>LOCATION: <a href="#">Brockville, Ontario</a></b> travel to satellite offices will be required
<b>DATE POSTED: March 3, 2025</b>	<b>DATE CLOSED: March 14, 2025</b> (or until filled)
<b>SALARY RANGE: \$103,148 to \$126,753 per annum commensurate with experience</b>	
Please submit a cover letter and resume referencing the competition # to: <a href="mailto:CAREERS@LLGAMH.ca">CAREERS@LLGAMH.ca</a>	

[Lanark, Leeds and Grenville Addictions and Mental Health](#) (LLGAMH) offers services and programs to people who are experiencing **addiction** and/or **mental health** issues. Our main site is located in [Brockville, Ontario](#) which is found along the beautiful St. Lawrence River in the heart of the famous [1000 Islands Region](#). LLGAMH has offices throughout the counties of Lanark, Leeds and Grenville including Brockville, Smiths Falls, Kemptville, Prescott, Gananoque and more. Lanark, Leeds and Grenville represent a population of over 170,000 residents.

Reporting to the Chief Executive Officer (CEO), the Clinical Manager provides front line professional and administrative leadership at LLGAMH. The clinical manager is accountable for the quality-of-service clients receive and for monitoring and maintaining appropriate standards of an interdisciplinary professional team in accordance with established standards of practice, operating standards and LLGAMH policies.

At LLGAMH, we are committed to living our values: **Integrity, Compassion, Accountability, Respect, and Equality (ICARE)**. As an employee, you must demonstrate an awareness of and be responsible for actively promoting a respectful workplace by supporting client and family centered engagement and care in all that you do.

### MAJOR RESPONSIBILITIES

#### Clinical Management

- Ensuring programs and services are provided utilizing best practices, relevant standards and/or guidelines and within the scope of practice of all disciplines to meet the needs of clients while ensuring risks are assessed and managed to ensure high quality.
- Management of both regulated and unregulated staff including providing leadership and coaching, as well as conducting performance appraisals and managing employee performance.
- Reviewing client care plans with staff to ensure they are recovery focused, client centered and aligned with current client need.
- Providing oversight in the development and execution of annual operating and capital budgets.

[www.llgamh.ca](http://www.llgamh.ca)

Main Office  
25 Front Ave. W  
Brockville, ON  
K6V 4J2

Delta  
18 King St.  
Delta, ON  
K0E 1G0

Gananoque  
23 Mill St.  
Gananoque, ON  
K7G 2L5

Kemptville  
2671 Concession Rd.  
Kemptville, ON  
K0G 1J0

Prescott  
2652 County Rd. 2  
Prescott, ON  
K0E 1T0

Smiths Falls  
179 Elmsley St. N.  
Smiths Falls, ON  
K7A 2H8

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- Facilitating the implementation of new and/or updated policies and procedures.
- Maintaining a general knowledge of a broad range of Agency programs and services and providing short-term coverage for other clinical managers when required.
- On-call function on a rotating basis. Additional after-hours emergency responses will be required periodically.

### Team Leadership and Operations Management

- Recruit, hire, schedule, promote, performance manage, mentor, develop, support, discipline, budget/resource manage, and terminate direct reports as required.
- Establish strong, collaborative relationships with team members, supported by 1:1 meetings and check-ins.
- Coach direct reports to ensure that continuous quality improvement initiatives are incorporated into day-to-day activities to improve organization effectiveness and build a highly engaged and productive workforce.
- Develop, implement, communicate, and execute performance targets and measures by conducting regular performance appraisals and providing ongoing coaching, monitoring, evaluating, and feedback.
- Initiate performance improvement plans as necessary.
- Ensure strong intra-departmental collaboration.
- Keep up-to-date and advise on industry trends and developments.
- Act as the finance representative for internal and external committees and special events.

### Relationship with Board

- As a member of the Senior Management Team, attends meetings of the board and committees as required. Participates in discussion related to finance and accounting as related to portfolio.
- Prepares scorecard outlining key metrics within program portfolio.
- Develops strategic measures for board oversight of programs.

### Other Duties

- Other duties as may be assigned from time to time, consistent with the prescribed practices, procedures, and policies of the department and the agency, and under the direction of the CEO.

### EDUCATION, QUALIFICATION AND EXPERIENCE

- Baccalaureate degree in appropriate health discipline with evidence of continuing education/learning, or advanced diploma combined with appropriate experience.
- Current Registration with applicable regulatory College is preferred.
- Minimum of five (5) years' clinical experience in an interdisciplinary team environment.
- Minimum of two (2) years' management experience preferred.

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- LEAN Yellow Belt, or similar certification in a related area of process improvement/quality improvement is preferred.
- Experience in coaching, training, performance management, recruitment, and leadership, including experience within a unionized work environment.
- Experience in negotiations and collective agreement bargaining in a health care setting is preferred.
- A valid Ontario Driver's Licence and proof of vehicle insurance.
- A satisfactory Vulnerable Sector Criminal Reference Check.

### **KNOWLEDGE, SKILL AND ABILITIES**

- Knowledge of ethical and legal issues relating to clinical supervision is preferred.
- Knowledge of relevant addictions & mental health models, theories, interventions, and research.
- Demonstrated leadership in planning, organizing, implementation and evaluation; proposal development; labour relations; budgeting.
- Knowledge of relevant legislated acts (e.g. Mental Health Act, Public Hospitals Act, SDA, etc.)
- Proficiency with computer applications such as Microsoft Word, Excel, and Outlook.
- A clear understanding of and ability to demonstrate professional ethics, boundaries, and judgement.
- Must have above-average interpersonal, verbal and written communication skills.
- Position requires excellent organizational skills, analytical and problem-solving skills, and flexibility to meet competing pressures.
- High level of independent decision-making ability is required.
- Excellent judgment, interpersonal skills, diplomacy, tact, flexibility, analytical ability, integrity, creative thinking, and the ability to compromise and find solutions to complex human relations problems.
- A commitment to safety, quality, and professionalism.

### **Accessibility:**

- LLGAMH is committed to providing diversity, equity, and accessible employment practices, in compliance with the Accessibility for Ontarians with Disabilities Act. If you have accommodation requests related to your employment, please contact Human Resources.

*LLGAMH thanks all applicants for their expressed interest however, only applicants selected for an interview will be contacted.*

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