

# 162732-67- RFT Manager - Laboratory Services

	<p><b>Position Available:</b> Manager, Laboratory Services <b>Status:</b> Regular Full Time <b>Department:</b> Laboratory Services <b>Union:</b> Non Union <b>Shifts:</b> Days &amp; Manager On-Call <b>Rate of Pay:</b> \$57.39/hr - \$71.76/hr</p>
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**About Joseph Brant Hospital:**

Joseph Brant Hospital (JBH) is a full-service community teaching hospital located in the growing and thriving community of Burlington, Ontario, serving more than 185,000 residents in Halton, Hamilton, Waterdown, Flamborough, Milton and Stoney Creek. JBH is honoured to be recognized as one of Hamilton Niagara’s Top Employers for eight (8) consecutive years, with a skilled staff of 194 physicians, 1,911 full- and part-time staff, and more than 300 volunteers.

JBH is a Clinical Education site in conjunction with McMaster University, and designated as an Academic Community Teaching Hospital. Its expanded campus includes the state-of-the-art Michael Lee-Chin & Family Patient Tower, featuring a new Emergency Department, 295 acute inpatient beds, 9 new Operating Rooms, and post-anaesthetic care unit to support expanded medical, surgical, and outpatient services. JBH is also a partner member of the Burlington Ontario Health Team (OHT).

JBH inspires and empowers a culture of caring and this is demonstrated in many ways including our commitment to the health, safety, and wellbeing of our people. For more information, visit [www.josephbranthospital.ca](http://www.josephbranthospital.ca).

**Position Summary:**

The Manager of Laboratory Services will assist in facilitating the delivery of laboratory services in an efficient and effective manner. This position will manage the operations of the Laboratory including staff planning and evaluation, budget planning and monitoring of the operations of the modalities within the Laboratory including Haematology, Chemistry (Core Laboratory), Transfusion Medicine, Histology/Cytology (Surgical Pathology, Cytopathology and Autopsy Services) and Referred Out testing. The position ensures that properly qualified staff is employed in the laboratory, that working conditions are safe for staff that equipment is maintained in proper working order; ensures that procedures are performed in accordance with accreditation standards, that quality assurance, risk management and continuing education programs are ongoing.

This position reports directly to the Director, Clinical Support Services but is an integral part of a shared dyad leadership model with the Medical Director of the Laboratory.

Reporting directly to the Laboratory Manager, are: Pathology Assistant, Quality Co-ordinator, Charge Technologists in Special Hematology, Core Laboratory, Transfusion Medicine and Histology/Cytology, the Senior Technologist in Core Automation and the Charge Medical Laboratory Assistant in Specimen Procurement.

## Qualifications:

- Graduate of an approved Medical Laboratory Program; Bachelor degree. Master's Degree in Health Administration or MBA preferred
- CHA and/or OHA diplomas in Hospital Departmental Management an asset
- Current registration with the College of Medical Laboratory Technologists of Ontario (CMLTO) with good standing
- Advanced registration in Medical Laboratory Technology (ART) or equivalent
- Current 5-7 years of experience in hospital laboratory management
- Minimum of 3-5 years of experience in effective human resource management
- Experience leading in a unionized environment
- Demonstrated ability of effectively managing people within laboratory operations in addition to planning and implementing change
- Must have excellent leadership, organizational, analytical, interpersonal, communication, problem solving, judgement, and writing skills
- Recent progressive leadership/management experience
- Must have excellent conflict resolution skills
- Demonstrated ability working with vendors and contract management
- Demonstrated excellent verbal and written communication and organizational skills
- Demonstrated excellence in facilitation, communication, team building and problem solving
- Demonstrated on-going education programs for managerial competence
- Quality Manager Certification or experience as Certified Accreditation IQMH Assessor an asset
- Experience with computer systems data bases and familiarity with Meditech
- Knowledge of LIS Systems operations
- Excellent critical thinking and decision making skills
- Must have a satisfactory performance and attendance record
- Demonstrated ability to support staff in accomplishment of service goals and objectives, continuous improvements and to provide leadership and project management for the improvement of operations and processes
- Demonstrated commitment to our core values of Compassion, Accountability, Respect and Excellence
- Demonstrated understanding of and commitment to Joseph Brant Hospital's comprehensive safety programs and practices including staff, patient and environmental safety

To be considered for this exciting opportunity please email your resume at [mimran@josephbranthospital.ca](mailto:mimran@josephbranthospital.ca) to apply to posting #162732-67. We ask that you please include the posting number in the subject line of any email correspondence. No phone calls, please. We thank all applicants and only those selected for interview will be contacted.

Joseph Brant Hospital prioritizes the health and well-being of our patients, employees, credentialed staff, volunteers and learners. As a condition of employment, all successful candidates are required to provide proof of two COVID-19 vaccines authorized by Health Canada within 24-48 hours of receiving an offer of employment, or proof of a documented exemption pursuant to the Ontario

Human Rights Code.

Any information obtained during the recruitment process will be used for employment recruitment only, and not for any other purpose.

At Joseph Brant Hospital, we are committed to diversity and inclusion as we continue and expand our efforts to become a more inclusive, safe and respectful place for everyone to visit, work and receive care. HR will accommodate any needs under the Ontario Human Right Code (OHRC) and the Accessibility for Ontarians with Disabilities Act (AODA). Recruitment processes will be modified to remove barriers to accommodate those with disabilities, if requested.

Should you require accommodation through the application and/or recruitment process, please contact HR for assistance at [careers@josphbranthospital.ca](mailto:careers@josphbranthospital.ca) or at Ext. 4129 to allow opportunity for appropriate accommodations to be made.

Posting date: June 17, 2024

Closing date: July 17, 2024