

Job Title: Care Navigator

Location: Baddeck, NS

Department: Administration

Reports to: Administrator

Position Type: Permanent Part-Time 50%

Qualifications: Social Worker, Registered Nurse, Occupational Therapist, Physiotherapist, or Registered Dietician

Position Summary:

The **Care Navigator** plays a vital role in supporting residents and families as they adjust to life in Long Term Care (LTC). With a professional background as noted above, the Care Navigator brings a clinical lens to enhancing quality of life, autonomy, and person-centered care. This role emphasizes proactive engagement, care coordination, advocacy, and continuous quality improvement to ensure each resident's experience aligns with their personal values, preferences, and goals.

Key Responsibilities:

Reporting directly to the Administrator, the Care Navigator will work in partnership with the entire Alderwood team, and specifically the Care Coordinator, to ensure a collaborative approach to resident quality of life from both a clinical and non-clinical lens. As Care Navigator, you will play a pivotal role in shaping the lived experience of our residents. This is an opportunity to lead meaningful change in LTC, ensuring that care goes beyond tasks to truly honor each person's story.

◆ Clinical & Interdisciplinary Collaboration

- Apply professional expertise to assess and support residents' physical, nutritional, or functional needs.
- Lead all resident Team Conference meetings, and develop Quality Initiatives to ensure strong family communication is in place
- Collaborate closely with nursing, therapy, dietary, recreation, and medical staff to ensure holistic care planning.
- Monitor and follow up on clinical and non-clinical concerns raised by residents or families as appropriate, and in cooperation with Care Coordinator.

◆ Quality of Life & Improvement Initiatives

- Lead and contribute to quality improvement projects that promote resident autonomy, dignity, and engagement.
- Collect and analyze resident satisfaction feedback and collaborate with teams to implement improvements.
- Identify barriers to quality care and work collaboratively to implement solutions rooted in evidence-based practice.

◆ Advocacy & Education

- Advocate for resident rights, preferences, and inclusion in decision-making.
- Provide education and guidance to residents, families, and staff on care processes, wellness, and available supports.
- Promote staff understanding of resident-centered care practices through informal coaching and role-modeling

Qualifications:

- Current registration and good standing with applicable regulatory college:
 - Occupational Therapist
 - Physiotherapist
 - Registered Dietitian
 - Social Worker
 - Registered Nurse
- Minimum 3 years' experience in a clinical or community care setting, preferably including geriatrics or LTC.
- Demonstrated commitment to resident-centered care and quality improvement.
- Strong communication, advocacy, and problem-solving skills.
- Ability to work collaboratively across disciplines and with diverse resident populations
- Experience in Continuing Care or Long-Term Care Sector
- Demonstrated proficiency with software applications pertinent to scope of the role
- Ability to manage multiple priorities with attention to detail, in a timely manner
- Clear Vulnerable Sector Check

Assets

- Certification or experience in quality improvement or lean methodology.
- Experience in care navigation, case management, or care coordination.
- Training in Gentle Persuasive Approaches (GPA), PIECES, or similar frameworks

What we Offer:

- Comprehensive health, dental, and vision coverage
- Participation in NSHEPP Pension Plan

About Alderwood

Alderwood is a 70-bed Long Term Care facility nestled in the heart of Baddeck, Nova Scotia. With a commitment to providing compassionate, individualized care, we strive to create a nurturing environment where each resident feels valued and at home. Our 120+ staff work diligently around the clock, to provide resident-centered care to our residents.

Our mission is to deliver the highest quality of care by addressing the physical, emotional, spiritual, and psychological needs of our residents. We aim to promote independence, dignity, and respect in a supportive and safe environment.

Alderwood values diversity in our home, and all applicants are welcome. Only those selected for interview will be contacted.

TO APPLY:

Please send cover letter and resume to: heather.maclean@alderwoodbaddeck.ca , referencing the Job Title.