Classification Level S1 – Supervisory/Leadership

PROFESSIONAL GROUPING: ALL

Professions: *All professions identified in P1 Profiles*

NATURE OF WORK:

Jobs matched to this profile have delegated responsibility and accountability for providing supervision/leadership to non-health science professionals.

These jobs utilize supervisory and leadership skills gained through related education, training and experience.

Illustrative Responsibilities:

- Oversees, monitors and directs the work of others including accountability for the scheduling, assignment, monitoring, and evaluation of resources (e.g., staff, equipment, finances, and time) to meet operational needs; evaluate and make adjustments as required.
- Develops, assigns and monitors work activities to meet operational needs; evaluate and adjust as required.
- Provides input to the recruitment and selection of staff.
- Clarifies job expectations for staff. Provides leadership in the identification and evaluation of staff competencies.
- Monitors and provides performance feedback; resolves conflict; identifies and recommends training and/or skill enhancement and/or discipline.
- Leads coordination or provision of orientation, training, and evaluation of new staff to area.
- Ongoing evaluation of staff and coordination of staff, equipment, and other resources to ensure effective utilization
- Provides input to the effective administration of operating and capital budgets.
- Collaborates with organizational leadership and clinical leadership staff to ensure performance indicators, outcomes, and other measures are met.
- Supports the implementation of changed or new service delivery models.
- Ensures standards, guidelines, and practices are communicated and incorporated in work processes and communicated to other health care staff as applicable.

Supervisory/Leadership salary structure levels:

FTE Supervised			
Up to 8 FTE	More than 8 and up to 16 FTE	More than 16 and up to 24 FTE	More than 24 FTE