

**POSITION POSTING #** L26-01  
**POSITION:** Clinical Nurse Lead – Surgical Services (Operating Room, Ambulatory Care, MDRD)  
**REPORTS TO:** Patient Care Manager  
**STATUS:** Full-Time  
**START DATE:** As soon as possible  
**SALARY:** As per ONA salary scale + CNL Premium (current \$5.35)

**EXPERIENCE:** Minimum 2-5 years' operating room experience required

**RESPONSIBILITIES:**

- Apply and uphold CNO professional relationship standards
- Fulfill all duties of the RN scope of practice in the operating room, recovery room and ambulatory care
- Demonstrate and promote accountability in practice
- Practice and support teamwork and a positive work environment for inter- and intra-departmental matters
- Participate in daily "Interdepartmental Huddle" throughout the shift as need arises
- Facilitate daily workflow of the surgical services department
- Collaborate with team members on complex surgical patients and cases
- Collaborate with anesthesiologists and surgeons on scheduling of OR and surgical on call time
- Collaborate with diagnostic imaging and liaise with patients regarding breast screening process specific to the OR
- Coordination of nursing resources throughout the shift including role, ambulatory care and surgical assignments, break coverage and general workload management
- Evaluate available staffing resources to determine the need for additional staff, reductions or cancellations, keeping fiscal responsibility in mind
- Lead the management of nursing schedules in consultation with manger and site-schedulers
- Actively participate in the development and implementation of quality improvement initiatives
- Apply clinical expertise in the development and review of policies and standards of practice in collaboration with managers
- Mentorship and support for staff in routine or crises situations
- Promote critical thinking and innovative problem solving.
- Manage conflict resolution

**QUALIFICATIONS & ABILITIES:**

- RN in good standing with the CNO
- Understanding of CNO practice standards
- Excellent time management skills
- Experience in change management. Understanding of LEAN and / or Quality Improvement theories
- Commitment to evidence-based practice
- Exceptional conflict resolution skills. Excellent communication skills
- Experience leading quality improvement initiatives and project management
- Excellent critical thinking and problem-solving skills
- Commitment to LWHA mission, vision, and values
- Working knowledge of the Ontario Breast Screening Program an asset

Required:

- Minimum 2-5 years' operating room experience
- BCLS, ACLS, Defibrillation and NRP Certification
- Cardiac Rhythm Interpretation Course, 12 Lead Interpretation Course
- Operating Room Nursing Certification
- PACU course

Preferred:

- Formal leadership training, Completion of formal Mentorship program
- MDRD certification, in progress or willing to obtain within 1 year
- Peri-anaesthesia certification
- CNA perioperative certification

**HOURS OF WORK:** Ability to work all shifts, weekends and holidays

**If you feel you meet the requirements for this position, we invite you to submit your resume to:**

Human Resources, Listowel Wingham Hospitals Alliance

[careers@lwha.ca](mailto:careers@lwha.ca)

**PLEASE REFERENCE POSITION POSTING NUMBER WITH YOUR APPLICATION**

Date Posted: January 9, 2026 @ 1:00pm

Expires: January 16, 2026 @ 1:00pm

Copies To: Bulletin Board, ONA President