

# Manager, Regulatory Policy and Research

## About CNO

The **College of Nurses of Ontario (CNO)**, located in downtown Toronto, is the governing body for over 185,000 registered nurses (RNs), registered practical nurses (RPNs) and nurse practitioners (NPs) in Ontario, Canada. The nursing profession has been self-regulating in Ontario since 1963, a privilege granted to those professions that have shown they can put the interests of the public ahead of their own professional interests. It recognizes that Ontario's nurses have the knowledge and expertise to regulate themselves as individual practitioners and to regulate their profession in collaboration with members of the public through CNO.

## About the Role

As the **Manager of Regulatory Policy and Research**, you will play a vital role in supporting and advancing CNO's Strategic Plan by leveraging your expertise in interpreting and applying health regulatory legislations. You will establish and deliver a regulatory policy development and research function.

Reporting to the Director, Strategy your key accountabilities will include:

- Establishing and managing resources and processes to:
  - embed the CNO's strategic plan and purpose through-out the regulatory policy and research function.
  - develop a policy development and revision framework including research and consultation activities, from concept to implementation by function area
  - provide expertise interpret and apply health regulatory legislation
  - pro-actively identify policy-related issues using a variety of approaches including consultation with internal and external stakeholders, other regulators, research into legislative and social trends, and knowledge of CNO's purpose and its stakeholders
  - develop and implement short and long-term plans to address policy issues including sequencing and prioritizing within issues
- Creation of an effective team structure to deliver the regulatory policy and research function.

## Qualifications

To be considered for the role of Manager, Regulatory Policy and Research, you will have a combination of formal education in in public administration, business, policy and research, and relevant recent work experience delivering and managing a regulatory policy and research function that included responsibilities related to:

- Research
- Stakeholder consultation
- Policy development and legislation interpretation

## Knowledge and Skills

To be successful in this role, these skills are an asset:

- Deep and relevant knowledge about health regulatory policy including relevant legislation (Nursing Act, Regulatory Health Professions Act)
- Superb written and oral communications skills – the ability to present complex information in a simplified manner that is easily understandable for all audiences

- Superb organizational skills including the ability to establish and apply priorities to balance and manage multiple projects and activities
- Superb analytical thinking skills including the ability to understand, interpret, synthesize and apply multiple items of legislation to policy development; the ability to generate options while focusing on a desired end result
- Demonstrated success building constructive and effective relationships with team members and colleagues, collaborating to focus on joint accountability for program effectiveness
- Demonstrated success building professional relationships with external stakeholders (i.e., government, other regulators) for purposes of mutual collaboration and information sharing

To apply for this challenging and rewarding role in regulatory policy and research management, submit your application to Phelps, at [careers@phelpsgroup.ca](mailto:careers@phelpsgroup.ca), **specifying the job title in the subject line of your e-mail**. Application deadline: **July 5th, 2021**.

*The College of Nurses of Ontario is committed to employment equity and encourages applications from all qualified candidates. CNO offers accommodation for applicants with disabilities in its recruitment processes. If you are contacted about a career opportunity or testing, please let us know if you require accommodation.*



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