

POSITION TITLE: MANAGER, LABORATORY
DEPARTMENT: LABORATORY SERVICES
LOCATION: OWEN SOUND
UNION: NON-UNION
STATUS: FULL-TIME
REASON TO POST: DIRECT REPLACEMENT
WAGE RATE: \$113,580 - \$134,734
CLOSING DATE: JUNE 5, 2026

POSITION SUMMARY

The Manager, Laboratory Services is responsible for overseeing the delivery of high quality, patient centered laboratory services across six sites within Brightshores Health System and the Wellness & Recovery Centre. This includes accountability for quality management, operational performance, regulatory compliance, financial stewardship, and human resource management.

Working collaboratively with the Director, Laboratory Services (administrative and operational leadership) and the Chief Pathologist and Medical Laboratory Director (medical and scientific oversight), the Manager ensures the provision of safe, effective, and efficient laboratory services across all sites.

The Manager supports strategic planning, service integration, and continuous improvement initiatives, while fostering a collaborative, high performing team environment aligned with organizational priorities and the corporate strategic plan.

QUALIFICATIONS

- Degree, diploma or certificate from a recognized post-secondary institution in Science, Medical Laboratory Technology or related field
- Graduate of a recognized Quality Management Program or equivalent
- Minimum six (6) years of recent clinical laboratory experience with progressive leadership responsibility
- Minimum three (3) years of leadership experience, preferably in a hospital laboratory setting
- Current registration with the College of Medical Laboratory Technologists of Ontario (CMLTO)
- Canadian Society for Medical Laboratory Science (CSMLS) Certification
- Advanced knowledge in Chemistry, Hematology, Transfusion Medicine, Microbiology, and Pathology
- Demonstrated knowledge of quality management systems, IQMH standards, and regulatory requirements
- Strong leadership, financial management, and decision-making skills
- Excellent communication, collaboration, and conflict resolution abilities
- Proficiency with laboratory and hospital information systems
- Experience with laboratory instrumentation and point-of-care testing
- Ability to manage multiple priorities in a fast-paced environment
- Experience in a unionized environment

- Availability for on-call Hospital Administrator responsibilities
- Recent satisfactory performance and attendance record
- Adherence to Brightshores 'CARE' Behaviours (Collaboration, Accountability, Respect, Excellence) and 'LEAD' Competencies (Lead by example, Empower, Achieve results, Develop others) and a commitment to a safe workplace free of violence and harassment
- Advocates and supports a culture of patient safety and demonstrates an understanding of how the department service and assigned responsibilities contribute to overall patient safety at Brightshores through patient safety knowledge, skills and attitudes

HOW TO APPLY

In order to be considered for this position, please submit an *Internal Application Form* and resume by 11:59 p.m. on the closing date, to the Human Resources department. Please quote applicable competition number on your application. Late applications may still be considered, following applicable union and hospital policies and procedures. All information is collected for recruitment purposes only and will be held in strict confidence by Brightshores. Only those selected for an interview will be contacted.

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