Carea Community Health Centre

Care. Compassion. Community.

Vacancy Posting

Position Title: Primary Care Nurse Practitioner (NP) (2 Vacancies)
Employment Status: Permanent, Full-time
Hours of Work/Schedule: Monday to Friday, 35 Hours (One evening per week)
Benefits: HOOPP participation
Position Reports To: Manager, Primary Care, Clinical Services
Work Location: Pickering/Oshawa

Organization – Quick Overview
Carea Community Health Centre is a recognized leader in redefining the experience of community based health and wellness services. We provide access to high quality holistic and inclusive care that is responsive to the needs of the community and empowers individuals to enhance their own well-being. We hold these values equally: (1) **Person Centered**; (2) **Inclusive**; (3) **Compassion**; (4) **Teamwork & Collaboration**; and (5) **Accountability & Reliability**. These five core values embody who we are, how we work, and are fundamental to our culture. Every member of our team demonstrates their commitment to these core values in their everyday activities. These values steer our decision making, guide the delivery of care and services, and govern how we interact with our clients, partners, and each other. Carea will continue to focus on building its capacity to provide a full range of health and wellness services to clients of all-ages across Oshawa, Whitby, Ajax and Pickering.

Position Overview
The Nurse Practitioner (NP) will provide comprehensive, client-centred primary health care that emphasizes accessibility, health promotion, illness- prevention and continuity-of-care for clients – individuals, couples, families – who sometimes experience complex physical and mental health needs. The NP recognizes that the primary factors that shape the health of our clients are not medical treatments or lifestyle choices but rather the living conditions that our clients experience – the *social determinants of health*. The NP will practice to their full-scope as set-out in *College of Nurses of Ontario* (CNO) guidelines and defined as: The practice of nursing is the promotion of health and the assessment of, the provision of care for and the treatment of health conditions by supportive, preventive, therapeutic, palliative and rehabilitative means in order to attain or maintain optimal function (Nursing Act, 1991).

The NP will be an effective, collaborative member of the Carea CHC's inter-professional team that includes Family Physicians, Registered Nurses (RN) and Therapists (including Registered Social Workers (RSWs) and Registered Psychotherapists (RPs)) who are providing clinical services to marginalized and at-risk members of our community – particularly those clients who are experiencing poverty and discrimination. The NP will demonstrate advocacy and leadership skills to champion and support goals that align with and achieve Carea CHC's Strategy, Vision, Mission and Values, internally and externally, in the context of safe and ethical NP practice.

Key Responsibilities – Primary Health Care

- Provide client-centred primary care to individuals, couples and families in a non-judgmental manner, recognizing the social determinants of health and associated health risks – taking the stance of a health advocate.
- Actively participate, seek and provide consultation within an inter-professional model of care which includes – among others – fellow NPs, Physicians, Registered Nurses and Therapists.
- Perform excellent clinical assessments combined with sound clinical judgement/diagnostic and treatment skills – within full scope of practice as defined by the *College of Nurses of Ontario* (CNO).

- Demonstrate leadership skills by working effectively within an inter-professional, proactive team environment, providing excellent communication and interpersonal skills with both medical and non-medical staff and with clients.
- Demonstrated ability to be able to manage evidence-based solutions in managing conflict.
- Must hold a *Prescribing Narcotics and Controlled Substances* certificate endorsed by the CNO.
- Provide on-call coverage for on-call duties and schedules as required.
- Must be able to work flexible hours – evening work is required.
- NP services that address the biopsychosocial needs of clients, including clients with multiple comorbid health conditions, mental health diagnoses and/or concurrent disorders involving substance use/abuse.
- Provide counselling, education, health promotion, internal referrals and follow-up.
- Actively participate, seek and provide consultation with external health service providers in the client's circle-of-care
- Duties will include community development and outreach and resource management to community partners and stake holders
- Provide case management and follow-up for client treatment regime.
- Complete timely and accurate medical records of client encounters, documentation and third-party correspondence using Carea CHC's Electronic Medical Record (EMR) system: *Nightingale-on-Demand* (NOD).
- Contribute to activities related to the development, implementation and evaluation of medical directives, policies and procedures, best-practices and protocols.
- Contribute to the development of services and programs for health promotion e.g. Trans health is an asset
- Advocate for at-risk clients and their families.
- Actively participate in case conferences when required.
- Participate in chart reviews, development and implementation of Quality Improvement Plans (QIP) and accreditation activities with Canadian Centre for Accreditation (CCA).
- Demonstrate active participation in the CNO Quality Assurance (QA) Program to ensure maintenance of continuing competence to practice and with Carea CHC's performance management requirements.
- Participate in the design, implementation and evaluation of research studies that Carea CHC may participate in, from time-to-time, in the course of our developing relationships with the universities and/or as providers of clinical student placements.
- Participate in other Carea CHC agency training activities and meetings as requested.
- Required to do home visits for clients who are living in the community.
- May also provide clinical supervision and training for NP students.
- Ensure client care and caseload is managed to achieve the goals of Carea CHC's *Multi-Sector Service Accountability Agreement* (MSAA) indicator targets with the Central-East Local Health Integration Network (CE-LHIN).
- Perform other duties as assigned that are reasonable with the scope of practice.
- Flexibility to work from any of Carea CHC's clinical locations in Oshawa, Whitby, Ajax or Pickering.
- Flexibility to work or drive to meetings at any of Carea's clinical locations in our service area, as required.
- Ability to work a flexible schedule with at least one evening per week.

Key Qualifications

- Nursing Degree – Masters degree in Nursing (MSN).
- Completion of a recognized primary care NP program (i.e. NP-PHC)
- Certification and member in good standing with the *College of Nurses of Ontario* (CNO) as RN (Extended Class)
- Member of the *Nurse Practitioners Association of Ontario* (NPAO) or *Registered Nurses Association of Ontario* (RNAO) is an asset.
- Minimum of three years' experience working as a primary care NP with clients having complex needs, children

and youth experience is required.

- Experience working in a CHC setting or other community health nursing practice is an asset.
- Experience working with communities and individuals who face barriers accessing traditional health care services.
- Demonstrated excellent critical thinking and problem-solving skills, organizational and interpersonal skills with an ability to work effectively and respectfully in a collaborative, inter-professional team environment.
- Demonstrated ability to communicate with clients in a non-judgmental manner that can be effectively understood – practicing active listening skills to understand client needs and coaching of clients as collaborative partners in their health care.
- Demonstrated ability to manage crises in an effectively, professional manner.
- Demonstrated excellent written skills and report writing for a clinical setting.
- Basic CPR certification required.
- Proficiency with Microsoft Office applications (e.g., Word) is an asset.
- Demonstrated competency in facilitating client group activities.
- Must show evidence of valid current vulnerable sector police check – required upon hiring.
- Valid Ontario Driver's license and access to a vehicle.

Demonstrated Minimum Attributes core to the Agency

- Service oriented, Results oriented, Flexible/Adaptable, Collaborative, Effective Communication Skills, Team Player, Ability to manage risk within one's responsibility & accountability, Ability to take Accountability.

Human Resources (HR) Management

- Adheres to and applies organization-wide policies and practices in support of organizational health and performance management.
- Adheres to and applies established compliance measures within legislative requirements and equity principles (e.g., AODA, Human Rights Code and Ontario Employment Standards).
- Applies the framework for Accountability-based Management within scope of duties in support of aligned performance management and objectives linked to Strategy.

Organizational Health & Development

- Ensures adoption of Workplace Success - the established People Strategy that fosters organizational health and development.
- Acts as an agent in ensuring organizational health through adoption of established, adaptive and responsive organizational structures for change management and effective change execution as aligned to the Agency's Vision, Values, and goals.
- Champions and supports Employee Engagement efforts and initiatives.
- Within scope of duties and accountability, conducts work within the established Respect in the Workplace concept that demonstrates commitment to the Agency's anti-oppression; dismantling the forms and structures of racism, sexism, homophobia, hetero-sexism, harassment, discrimination and violence. Measurable framework includes adherence to policies and practices, and use of training strategy and tools within Respect in the Workplace, AODA, and Diversity.

Health & Safety

- Ensures scope of duties/accountabilities adheres to established Health & Safety program, policies and procedures.
- Ensures work performed by staff and self are in a safe and healthy manner in keeping with the Agency's obligations under the Occupational Health & Safety Act (OHSA) legislation, and as guided through the Agency's Health & Safety program.

Application Process:

1) For External Applicants, please submit a cover letter and resume (as one document) expressing your interest by email to recruiting@careachc.ca **on or before December 3, 2018**

Notes:

1) The Agency is committed to transparent and merit based selection in all of its recruiting and hiring decisions. We embrace and celebrate our community's unique multicultural heritage and diversity.
2) This position **is subject to the successful completion of the following pre-employment conditions for all external hires: Reference Checks; and Criminal Background checks (including Vulnerable Sector Screening)**.We welcome internal referrals and, depending on needs, may conduct an external search concurrent with internal posting. While we thank all applicants for their interest in applying, only those qualified and considered for interview will be contacted. All applicant submissions will be kept on file for six months, for future consideration.

Carea Community Health Centre is committed to complying with all applicable standards as set out in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), the provisions of the Ontario Human Rights Code, and any other applicable legislation. **Accessibility:** If you have accessibility needs and require alternate formats or other accommodations please contact Paula Carter, Resource Development and Communications Manager at 905-723-0036, extension 229, or by email to pcarter@careachc.ca **Carea Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.**