



## Job Posting

**Position Title: Primary Care Nurse Practitioner (NP) – Transgender Health Focus**

**Employment Status:** Temporary Full Time Contract ending March 31, 2024

**Job Posting Deadline for Internal Candidates: December 29, 2023, at 5:00pm**

**Hours of Work:** Monday to Friday, 35 Hours per week

**Position Reports to:** Senior Manager, Integrated Care and Experience

**Salary Range:** Annualized salary range \$118,744 - \$123,448, commensurate on skills and experience, plus participation in HOOPP

**Primary work location:** Oshawa (required to transition between or work at any of the Agency's locations as required)

### Organization

**Durham Community Health Centre (DCHC)** is a registered, charitable organization that provides integrated, accessible, and equitable community-based primary care, wellness services, and health education to Durham community members who face multiple barriers to their health and well-being.

DCHC also provides equity-based programs and services that focus on priority populations such as Indigenous, Black, the 2SLGBTQI Community, Newcomers to Canada, Seniors, and Unattached patients (i.e., those without a family doctor), to name a few. DCHC ensures Durham community members receive not only sick care, but preventive care as well.

At DCHC, we are a team-based interprofessional group of staff including physicians, nurse practitioners, nurses, counselors, dietitians, outreach workers, medical secretaries, and other administrative staff. We always place every client at the centre of our approach to care, based on their needs. We address these needs through integrated clinical and wellness care and health education.

It's an exciting time to be joining DCHC, while we are embarking on an energizing path with a focus on making our biggest impact yet on local health care by diversifying, expanding, and leveraging our Strategic Plan, Theory of Change, Brand, Client Stories and Resources.

### DCHC's 2023 – 2026 Strategic Goals

- Drive Program and Service Integration and Client Experience Across All that DCHC Does
- Evolve Program Offerings to Improve Health Equity and Meet the Needs of DCHC's Priority Populations
- Establish DCHC as a System Advocate and Champion for Equity
- Enhance DCHC's Brand and Awareness Across Durham Region
- Become an Employer of Choice with a Focus on Recruitment, Retention, and Development

### Position Overview

Working within the Interprofessional Primary Care (IPC) Team model, the NP will provide comprehensive, client-centered primary health care that emphasizes accessibility, health promotion, and illness prevention for clients. The Nurse Practitioner will improve access to care for Transgender patients residing in Durham Region, ensuring continuity of care and access to Transgender-specific healthcare needs for patients across the region.



While patients referred to Durham's IPC Team remain connected to their referring primary care provider, the NP and team will provide comprehensive assessment related to Transgender health needs including treatment planning, counselling, medication, and referrals to community programs. Follow up includes on-going communication with the client's primary care provider. The IPC Team will activate clinical pathways, referring clients to additional Durham services and connecting them with community-based and specialty services as indicated.

### **Roles and Responsibilities:**

- Provide healthcare services for Trans-identified youth and adults including health assessments, health history and physical examination
- Provide health teaching and health promotion information on Trans Health related issues to individuals, groups, and health care providers
- Consult with physician in accordance with standards of NP practice, and/or refer clients to other health care professionals as indicated
- Complete timely and accurate medical records of client encounters, documentation and third-party correspondence using Durham CHC's Electronic Medical Record (EMR) system
- Maintain confidentiality in accordance with the Freedom of Information and Protection of Privacy Act
- Participate within an inter-professional model of care which includes Durham clinical services and health promotion staff as well as consultation and collaboration with external providers and partners
- Provide case management and follow-up for client treatment regime, actively participating in case conferences as required within the IPC model of care
- Provide leadership by promoting a proactive and supportive team environment, contributing substantively to the development, implementation, and evaluation of an emerging program and related structures and processes of care
- Contribute to the development, implementation, and evaluation of medical directives, policies and procedures, and best-practice guidelines
- Develop and maintain professional relationships with other health service providers and community partners
- Participate in local and regional committees as needed
- Participate in continuous evaluation of community needs
- May provide clinical supervision and training for NP students and orientees
- Participation in mandatory education, training, and other duties as assigned



## Qualifications

- Current registration with the College of Nurses of Ontario as an RN-EC (extended class) – Primary Health Care
- Current registration with Nurse Practitioner Association of Ontario or Registered Nurses Association of Ontario and evidence of Professional Liability Insurance coverage
- Certification in CPR (BLS-C)
- Must hold a *Prescribing Narcotics and Controlled Substances* certificate from a CNO-approved training program
- *Nurse Practitioners Association of Ontario (NPAO) or Registered Nurses Association of Ontario (RNAO)* membership is an asset
- Preference will be given to candidates with 2-3 years clinical experience as a Primary Care Nurse Practitioner
- Experience working with LGBTQ+ clients, including adults and youth, required
- Familiarity with the World Professional Association for Transgender Health (WPATH) Standards of Care and Guidelines and Protocols for Hormone Therapy and Primary Health Care for Trans Clients preferred
- Knowledge of Trans population issues and resources
- Experience working in a CHC setting or other community health environment with experience in resource development and establishing community partnerships is strongly preferred
- Demonstrated 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 – includes active listening skills to understand client needs and coaching of clients as collaborative partners in their health care
- Demonstrated ability to effectively manage crises in a professional manner
- Demonstrated report-writing skills for a clinical setting
- Superior communication (verbal and written), interpersonal, and conflict resolution skills
- Demonstrated competency in facilitating client group activities
- Demonstrated competency in providing virtual care via phone and/or video as required
- Valid current vulnerable sector police check – required upon hiring
- Flexibility to work from any of Durham CHC's locations in Oshawa, Ajax, or Pickering as needed
- Valid Ontario Driver's license and access to a reliable vehicle
- Experience with an Electronic Medical Record (EMR)



**Proof of completion of the following courses is an asset; this training will be available if needed:**

- Rainbow Health Ontario Training/Workshops including Trans and Gender Diverse Primary Care, and Transition Related Surgeries: Planning, Referral and Care
- Project ECHO Trans and Gender Diverse Healthcare (CAMH)

**Full vaccination against COVID-19 is mandatory for this position (DCHC CHC will however adhere to its duty to accommodate those who are unable to be fully vaccinated for a reason related to a human right protected ground).**

**Application Process:**

- If you are interested in being considered for this position, please submit a cover letter and resume outlining your qualifications and expectations by email to [recruiting@durhamchc.ca](mailto:recruiting@durhamchc.ca). This position will remain posted until filled.
- While we thank all applicants for their interest in applying, only those qualified and considered for an interview will be contacted. All applicant submissions will be kept on file for six months, for future consideration.
- All applicants are encouraged to provide a valid email address for communication purposes. Applicants may receive written correspondence regarding this job posting directly to the email address provided on their resume. As an applicant, it is your responsibility to ensure that you check your email regularly.
- All positions are 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).

**Durham 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 Human Resources at 905-723-0036, or by email to [recruiting@durhamchc.ca](mailto:recruiting@durhamchc.ca). **Durham Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.**