



## Job Posting

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

**Employment Status:** Permanent Full Time

**Job Posting Deadline for Internal Candidates: January 15, 2024, at 5:00pm**

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

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

**Director:** AVP, 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, Pickering, DCAS, Mobile clinic

### 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 West Durham Interprofessional Primary Care (IPC) Team based at DCHC's Pickering office, the NP will provide comprehensive, client-centered primary health care that emphasizes accessibility, health promotion, illness prevention, and continuity of care for clients experiencing symptoms of mental illness who are referred for service by solo primary care practitioners in the West Durham region.



While patients remain connected to their referring primary care provider, DCHC's IPC Team, made up of the NP, Health Promoter, and Therapist, will provide comprehensive assessment related to mental and physical distress. Initial assessment is followed by treatment planning, counselling, medication and referrals to community programs, follow up and on-going communication with the client's primary care provider. The IPC Team will activate clinical pathways, referring clients to additional DCHC services and connecting them with community- based and specialty services as indicated.

The Nurse Practitioner (NP) will be an effective, collaborative member of an inter-professional team providing clinical services to marginalized and at-risk members of our community – particularly those experiencing poverty and discrimination. The NP will demonstrate advocacy and leadership skills to champion and support goals that align with and achieve DCHC's Strategy, Vision, Mission and Values, internally and externally, in the context of safe and ethical NP practice.

### **Key Responsibilities**

- Perform clinical assessments, diagnostics, and therapeutic interventions within full scope of practice to address the biopsychosocial needs of clients, including those with multiple comorbid health conditions, mental health diagnoses and/or concurrent disorders involving substance use/abuse, recognizing the importance of social determinants and associated health risks. This includes providing medical care and support for high priority populations through our mobile clinics and other service delivery initiatives.
- Actively participate within an inter-professional model of care which includes Durham CHC 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
- Accountable for key performance indicators (KPIs) for the role and work collaborative team to achieve goals of DCHC's *Multi-Sector Service Accountability Agreement* (MSAA) indicator targets with Ontario Health
- 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 activities related to the development, implementation, and evaluation of medical directives, policies and procedures, and best-practice guidelines
- Complete timely and accurate medical records of client encounters, documentation and third-party correspondence using Durham CHC's Electronic Medical Record (EMR) system
- Participate in chart reviews, development and implementation of Quality Improvement Plans (QIP) and accreditation activities
- May provide clinical supervision and training for NP students and orientees
- On-call coverage as required
- Participation in mandatory education and training as assigned
- Other duties as assigned

## Key Qualifications

- Nursing Degree – completion of a master’s degree in nursing
- Completion of a recognized primary care NP program
- Registration in good standing with the *College of Nurses of Ontario* (CNO) as RN (Extended Class)
- 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
- Minimum of three years’ experience working as a primary care NP with clients having complex needs, including children and youth
- Experience working in a CHC setting or other community health practice with experience in resource development and establishing community partnerships 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
- Basic CPR certification
- Proficiency with Microsoft Office applications (e.g., Word)
- Demonstrated competency in facilitating client group activities
- Valid current vulnerable sector police check – required upon hiring
- Flexibility to work from any of Durham CHC’s locations in Oshawa, Whitby, Ajax or Pickering as needed
- Valid Ontario Driver's license and access to a reliable vehicle

**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.**