



Job Posting

Position Title: Primary Care Nurse Practitioner (NP) – Child, Youth, and Family Health Clinic

Employment Status: Permanent Full-Time

Position Status: This is a Bargaining Unit position. All terms and conditions of the collective bargaining agreement apply.

Job Posting Deadline for Internal Candidates: May 10th 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: North Oshawa – 1320 Airport Blvd, Oshawa; may be required to 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 Child, Youth, and Family Health and Wellness program, the NP will be a part of an interdisciplinary team that provides access to primary care, counseling services, and pediatric medicine as part of an evolving multi-agency hub that is designed to offer a variety of health and social supports for children, youth, and families in Durham, with an emphasis on vulnerable groups and those who experience barriers to care. The NP will work collaboratively with the Interprofessional Primary Care team to 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.

As a care provider working across all domains of advanced nursing practice, the NP is responsible and accountable for assessing, diagnosing, and initiating treatment plans including healthcare management and therapeutic interventions. The NP collaborates with children and families, clinic staff, hub members, and the community to identify and assess trends and patterns that have implications for children, families, and communities. The NP works with the community to develop and implement population health and evidence-based strategies to improve health and well-being. The NP participates in program evaluation to understand outcomes for the child, family, and community.

Key Responsibilities

- Provide client-centered primary care in a non-judgmental manner, recognizing the social determinants of health and associated health risks – taking the stance of a health advocate.
- Perform clinical assessments combined with diagnostic and treatment skills – within the 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 staff, physicians, and clients.
- 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.
- Maintain confidentiality by the Freedom of Information and Protection of Privacy Act.
- Provide NP services that address the biopsychosocial needs of clients, including clients with mental health diagnoses and/or concurrent disorders involving substance use.
- Participate in community development and outreach with community partners and stakeholders
- Complete timely and accurate records of client encounters, documentation, and third-party correspondence using Durham CHC's Electronic Medical Record (EMR) system.
- Contribute to the development, implementation, and evaluation of medical directives, policies and procedures, best practices, and protocols.
- Advise on the development of health promotion programs relevant to the population served.
- Ensure client care and caseload are managed to achieve Key Performance Indicators set for the position.



- Advocate for at-risk clients and their families.
- Actively participate in case conferences when required.
- Demonstrate active participation in the CNO Quality Assurance (QA) Program and Durham CHC's performance management program.
- Support academic activities including student placements and research studies that Durham CHC participates in
- Participate in other Durham CHC agency training activities and meetings as requested.
- Perform other duties as assigned that are reasonable with the scope of practice.

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 endorsed by the CNO.
- Preference will be given to candidates with 2-3 years of clinical experience as a Primary Care Nurse Practitioner.
- Experience working with LGBTQ+ clients, including adults and youth, is 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.
- Knowledge of relevant services and community supports in Durham Region is strongly preferred.
- Experience working in a CHC setting, or other community health nursing practice is an asset.
- Experience working with communities and individuals who face barriers to accessing traditional healthcare 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 clients as collaborative partners in their health care.
- Demonstrated ability to manage crises in an effective, professional manner.
- Demonstrated excellent written skills and report writing for a clinical setting.
- Proficiency with Microsoft Office applications (e.g., Word) is an asset.
- Must show evidence of valid current vulnerable sector police check – required upon hire.
- Valid Ontario Driver's license and access to a vehicle.
- Flexibility to work or drive to meetings at any of Durham's clinical locations in our service area, as required.
- Ability to work a flexible schedule with at least one evening per week.



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 rights 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. 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. **Durham Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.**