

# Job Posting

**Position Title: Diabetes Nurse Educator & Foot Care RN**

**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:** September 12, 2024, at 5:00pm

**Salary Range:** Annualized salary range of \$ 71,655.00 - \$ 76,728.00, commensurate on skills and experience, plus participation in HOOPP

**Hours of Work/Schedule:** 35 hours per week

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

**Primary Work Location:** Oshawa & Pickering ON; (with flexibility to transition to/work at other DCHC sites as required).

## Organization Overview

Durham 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.

Our name embodies what we do every day – we care. Caring for the health and wellness of our communities' residents is the cause that unites us. It shapes our thinking and guides our actions.

Durham Community Health Centre is a registered charitable organization providing a variety of free, community programs and services including: health promotion and wellness programs; primary care, counselling and mental health; diabetes education; Hepatitis C screening, treatment support, education and outreach; geriatric assessment & intervention; young parent support, youth programs, Indigenous programs; community development programs; and fundraising events which include developing charitable partnerships/sponsorships to fund programs.

In line with the CHC Model of Health and Wellbeing, our expert team works with our clients to provide holistic care, support, and wraparound services that empower clients to improve their health and wellness. We strive to be accessible to those in the community who face access barriers like culture, gender, geographic isolation, homelessness, language, physical disabilities, poverty, and race.

We are Durham Community Health Centre! Care. Compassion. Community

## Position Overview

Working as a member of an interdisciplinary team of health professionals, the Registered Nurse (RN) Diabetes Educator provides education, consultation and liaison to clients, caregivers, family members and other service providers in Oshawa and contributes to the attainment of program objectives.

The RN is responsible for maintaining the professional standards of his/her discipline and in meeting the criteria of the job description set out by that discipline. Actively participating in regular team meetings, liaising with community-based providers, advocating on behalf of clients and their families and participation in inter-professional patient and family conferences as needed. In addition, the RN is responsible for adhering to the standards specific to the DEP Team under the supervision of the Manager.

Additionally, the RN will collaborate within an interdisciplinary team of health professionals across the region/community network that influence the health environment targeted to the client population, as well as within the Agency's team structure, in support of goals that align with and achieve the Agency's strategy, Mission, Vision and Values. The collaborative practice of this position includes accepting referrals from, consulting with, or referring to other health care providers in order to promote comprehensive and continuous care in both primary and acute care specialty practice.

## Key Responsibilities:

- Diabetes Education:
  - Provide a thorough nursing assessment of clients with diabetes taking into consideration the client's level of knowledge and readiness, socio-economic and cultural background. Experience providing care to Aboriginal clients an asset.
  - Provide individual counseling to clients living with diabetes including their families and caregivers.
  - Use group facilitation skills to lead group education and community programs.
  - Develop client centered health maintenance plans related to diabetes.
  - Ensure continuity of care by maintaining up to date medical records, communication with the client's primary care provider and other service providers as required.
  - Provide regular monitoring of clients within scope of practice, along with other clinical providers.
  - Participate in chart reviews and case management.
  - Contribute to policy/protocol development in relation to health care service delivery and/or professional practice.
  - Engage in health promotion activities on and off site in conjunction with other service providers.
  - Encounter (using assigned templates) and submit individual monthly statistical data as required.
  - Participate actively in the development and promotion of the Diabetes Program throughout Oshawa and surrounding area.
  - Triage incoming client referrals
  - Assist and support clients with glucose monitoring and insulin dose adjustment
  - Develop and implement programs to support clients and their families in diabetes self-management
  - Willing to maintain and develop professional competence.
  - Other duties as assigned.
  
- Foot Care:
  - Assessment and treatment of foot conditions, including but not limited to diabetic foot care, nail care.
  - Initiates and collaborates with patients, community residents and other health professionals and physicians to systematically collect data about the health of each patient for initial screening, in-depth assessment, on-going monitoring and reassessment.
  - Completes daily instrument reprocessing; follows all IPAC procedures.
  - Manages foot care inventory.
  - Perform foot assessments, including but not limited to biomechanics, health history, physical, psychosocial, patient level of knowledge, and environment.
  - Identify and address factors that impact functionality and mobility of lower limb
  - Provide **non-invasive** nursing interventions for the common pathologies of the feet, such as calluses, corns, various nail, and soft tissue pathologies.
  - Identify risk factors for ulceration, wounds, and amputation, including, but not limited to diabetes mellitus, peripheral vascular disease, peripheral arterial disease, neuropathy, skin changes, structural abnormalities, and evidence of infection.

## Key Qualifications

- Registered Nurse with current registration with the College of Nurses of Ontario
- Certificate of competence from College of Nurses of Ontario (RN status)
- Bachelors of Science in Nursing required
- Advanced Footcare certification required
- Current Basic Cardiac Life Support (B.C.L.S.) and C.P.R. certification
- A member of good standing with the College of Nurses of Ontario
- Undergraduate degree from a recognized university and/or college
- Certified Diabetes Educator (CDE) considered an asset
- Adult Education certificate/experience considered an asset
- 3-5 years of current practice experience within a Diabetes Education Centre
- Experience working with and educating clients with Diabetes

- Foot care experience is required
- Wound care experience is an asset
- Sensitivity and awareness of cultural, racial, economic, and socially diverse communities
- Commitment to working with low income, multi-lingual and multi-racial communities
- Proficiency in the use of computers and various software applications; knowledge of PSS an asset.
- An ability to work independently and as part of a team.
- Demonstrated ability to quickly respond to patients and situations with resourcefulness, flexibility and adaptability is required.
- Proven experience in program development, implementation, monitoring and evaluation
- Demonstrated experience working with a variety of client populations (e.g. seniors, newcomers, LGBTQ+, non-insured individuals, individuals with chronic and acute conditions, Indigenous populations)
- Computer literacy and basic proficiency is required with a demonstrated willingness to learn and adapt to new technology
- Valid Ontario Drivers license
- Subject to a police reference check

**Full vaccination against COVID-19 is mandatory for this position (Durham 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:**

- 1) 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.
- 2) 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.
- 3) 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.
- 4) 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.**



