

## Job Posting

**Position Title:** Primary Care Nurse Practitioner

**Employment Status:** Temporary Full-Time Contract until October 2025

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

**Job Posting Deadline for Internal Candidates:** June 26, 2024, at 5:00pm

**Hours of Work/Schedule:** Monday to Friday, 35 Hours per week (1 evening per week)

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

**Salary Range:** Annualized salary range \$121,119 - \$125,916, commensurate on skills and experience, plus participation in HOOPP.

**Primary Work Location:** 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

The Nurse Practitioner (NP) will provide comprehensive, client-centered 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 Durham 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 Durham 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-centered 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.
- 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 Durham 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 Durham CHC's performance management requirements.
- Participate in the design, implementation and evaluation of research studies that Durham 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 Durham 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 Durham 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 Durham CHC's clinical locations
- Flexibility to work or drive to meetings at any of Durham CHC'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.

**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.**