

Job Posting

Position Title: Nurse Practitioner – Black Health and Wellness

Employment Status: Temporary Full-Time Contract, until **March 31, 2026**

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

Job Posting Deadline for Internal Candidates: March 17, 2025, at 5pm

Hours of Work/Schedule: 35 Hours per week

Salary Range: Annualized salary range of \$121,119.00 - \$125,916.00, commensurate on skills and experience, plus participation in Group Benefits & HOOPP.

Position Reports to: Manager, Health Equity and Priority Population

Primary Location: 1320 Airport Blvd, Oshawa and mobile clinic (with flexibility to transition to/work at other DCHC sites 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 center 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

As a member of an interdisciplinary team, the Nurse Practitioner (NP) will deliver comprehensive, client-centered primary health care, with a focus on accessibility, health promotion, illness prevention, and continuity of care for community members within high-priority populations.

The NP will provide primary care assessments related to screening, prevention, treatment and referrals to community programs. The NP will activate clinical pathways, referring clients to additional Durham CHC services and connecting them with community- based and specialty services as indicated.

The NP will be an effective, collaborative member of the team providing clinical services to equity-deserving members of our community (ex. Racialized, Newcomers, Seniors, those living in poverty). 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

- Provide client-centered primary care in a non-judgmental manner, including clients as partners in their care, recognizing the social determinants of health and associated health risks, and taking the stance of a health advocate.
- Actively participate, seek, and provide consultation within an inter-professional model of care
- Perform clinical assessments and health information gathering for clients with complex needs
- Provide nursing 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.
- Perform intake assessment activities for new clients
- Contribute to providing more accessible targeted services to community members within high-priority populations, including Newcomers and African, Caribbean, Black (ACB) communities, through direct service, referrals, and navigation.
- Complete timely and accurate medical records of client encounters, documentation and third-party correspondence using Carea CHC's Electronic Medical Record (EMR) system.
- Support client safety through evidence-based practices and adherence to policies and standards including communication and teamwork, infection prevention and control, safe medication practices, safe use of equipment and facilities, and risk reporting.
- Contribute to activities related to the development, implementation and evaluation of medical directives, policies and procedures, best-practices, and protocols.
- Adhere to and promote evidence-based practices and standards of best-practice in keeping with Carea CHC clinic operational guidelines.
- Actively participate in case conferences when required.
- Participate in chart audits, 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 DCHC's performance management requirements.
- Participate in DHC agency training activities and meetings as requested.
- May provide clinical supervision and training for nursing students.
- Ensure client care and caseload is managed to achieve the goals of DCHC's *Multi-Sector Service Accountability Agreement (MSAA)*

Key Qualifications

- Current Certificate of Registration with the College of Nurses of Ontario as a Registered Nurse in the Extended Class, Primary care.
- Advanced preparation at the Masters level
- Member of the *Nurse Practitioners Association of Ontario (NPAO)* or *Registered Nurses Association of Ontario (RNAO)* is an asset.
- Minimum of two years' experience working as a primary care NP with clients having complex needs.
- Experience working with priority population, such as Newcomers and ACB communities, is considered an asset.
- Knowledge of relevant services and community supports in Durham Region is strongly preferred.
- Must hold a *Prescribing Narcotics and Controlled Substances* certificate endorsed by the CNO.
- 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.
- Must show evidence of valid current vulnerable sector police check – required upon hiring.
- 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, including mobile clinic sites, as required.
- Ability to work a flexible schedule with at least one evening per week.

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

