



# BIIGTIGONG NISHNAABEG INTERNAL/EXTERNAL EMPLOYMENT OPPORTUNITY

<b>Job title:</b>	Nurse Practitioner
<b>Department:</b>	Health
<b>Employment status:</b>	FT Permanent
<b>Posting Date:</b>	August 29 <sup>th</sup> , 2022
<b>Closing Date:</b>	September 7 <sup>th</sup> @ 4:30pm

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## Job Summary:

The Nurse Practitioner (NP) is a senior level position with the role of practitioner, consultant, educator, and advocate. The NP practices autonomously, offering the full scope of primary health care nurse practitioner practice. He/she functions as a member of the interdisciplinary care team in the development, implementation, and evaluation of a client's plan of care. The Nurse Practitioner will collaborate with the Health Director, Community Health Nurse, Home Care Visiting Nurse and with our partners in Marathon. The Nurse Practitioner will collaborate the provision and advancement of nursing services, taking a role in the development, implementation, and evaluation with Nursing. The NP will support the continuum of care for health services to the needs of all community members including palliative care.

## Preferable skills & Qualifications:

- Baccalaureate Degree in Nursing, and successful completion of the Ontario Primary HealthCare Nurse Practitioner Certificate Program. Current membership in the Nurse Practitioners Association of Ontario and the Registered Nurses Association of Ontario.
- Masters of Nursing is preferred.
- Proven leadership abilities with excellent oral, written, and interpersonal skills
- Knowledgeable regarding the nursing process and its application, including the assessment, planning, implementation, and evaluation of nursing care.
- Demonstrated ability to assist clients, family members or other clients with concern and empathy; respecting their confidentiality and privacy and communicating in a courteous and respectful manner.
- A well-defined sense of diplomacy, including solid negotiation, conflict resolution, and people management skills.
- High degree of resourcefulness, flexibility, and adaptability.
- Able to effectively communicate both verbally and in writing.
- Politically and culturally sensitive.
- High level of critical and logical thinking, analysis, and/or reasoning to identify underlying principles, reasons, or facts.
- Strong morals and ethics, along with a commitment to staff privacy.
- Must be thoroughly familiar with laws, regulations, and guidelines governing personnel administration.
- Excellent teamwork and team building skills.
- Sound leadership, staff management, administrative and delegation skills.

## Duties & Responsibilities:

- Performs the responsibilities of the position within the legislative and regulatory standards set out in the applicable Federal, Provincial and Municipal Acts.
- Performs the responsibilities of the position consistent with the Operational policies of Biigtigong Nishnaabeg.
- Working within the legislated scope of practice the Nurse Practitioner, including diagnosing, prescribing, ordering, and interpreting lab tests / x-rays / ultrasounds as per regulations.
- Provides direct comprehensive care to members of Biigtigong Nishnaabeg with specialized and complex needs.
- Collaborates and consults with the multidisciplinary team to ensure comprehensive assessment, analysis, treatment planning and evaluation of client care.
- Consults with and refers to other health care professionals and community services as needed.
- Provides other nursing coverage on request of the Health Director
- As a consultant, the NP assists, collaborates with, guides, and supports staff with challenging clinical situations, provides nursing consultation for clinical policy and practice, guideline development and implementation, collaborates with the Community Health Nurse and Home Care Nurse the development, implementation and evaluation of clinical policy and practice guidelines.
- Participates in professional nursing associations and other external agencies to further the development of nursing and provision of services to community members within the Home.
- As an Educator, the NP, provides ongoing information to staff, clients, and family, fostering involvement, choice, and autonomy, and contributes to the planning, initiating, implementing and evaluation of educational programs and learning resources for clients, staff, and community.

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- The Nurse Practitioner participates in the identification, analysis, and interpretation of trends in client outcomes and professional nursing practice issues in order to determine priorities for educational programming for clients, family, staff, and community.
- The Nurse Practitioner collaborates with the Health Director, Community Health Nurse, and Home Care Nurse in providing educational training on advanced nursing practice issues including new equipment.
- As an Advocate, the NP promotes evidence-based primary health care services and nursing care for all clients from across the life span by collaborating with the Health Director, nursing staff, and appropriate external agencies.
- Counsels and supports clients and substitute decision-makers and families regarding advanced care planning and consent to treatment issues.
- Participates in the identification, analysis, and interpretation of trends in care in order to assist the healthcare facility, in collaboration with the clients and their caregivers, to determine and address health care priorities and related issues.
- Participates in pertinent evaluation and research studies related to the care of older adults and primary health care nurse practitioner programs.
- In collaboration with the Health Director, contributes to the effective, efficient utilization of registered nursing staff including recruitment, orientation, direction, suspension, education, and evaluations.
- Prepares and manages the approved Nurse Practitioner budget and all related expenditures and provides input into the Nursing department budget.
- Participates in Management meetings on request, Professional Practice Committees, Pharmacy and Therapeutics Committees and appropriate Task Forces.
- Liaises with community services and agencies to ensure appropriate utilization of specialized services in the facility.
- Protects own health and health of others by adopting safe work practices, reporting unsafe conditions immediately, and attending all relevant in-services regarding occupational health and safety. Follows all immediately and attends all relevant in-services regarding occupational health and safety.
- Follows all guidelines for employees and employers as legislated under the Ontario Occupational Health and Safety Act.
- Other duties as required.

### **How to apply:**

Please forward:

- cover letter;
- resume;
- three professional references;
- proof of education.

by email:

[recruitment@picriver.com](mailto:recruitment@picriver.com)

-or-

Joni Michano – Human Resources Administrator  
 Biigtigong Nishnaabeg, P.O. Box 93, Heron Bay, Ontario POT 1R0

**It is the responsibility of the applicant to clearly identify how they meet the qualifications of the posted position.**

**Incomplete applications WILL NOT be considered & WILL automatically be screened out.**