Vacancy Posting

Position Title: **Mental Health Nurse Health Navigator**

**Employment Status:** Permanent Full-time

**Hours of Work Schedule:** 35 hours per week (includes one evening per week)

**Position Reports To:** Tanya Johnson, Manager, Primary Care, Clinical Services

**Director:** Nasir Virani, Interim Director, Clinical Services

**Primary Location:** 1450 Kingston Road, Unit #17.

**Organization – Quick Overview**

*Carea Community Health Centre* will be the 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. We hold these values equally: (1) Person Centered: We consistently deliver the highest standard of care while being responsive and respectful of each individual’s choices, values and needs, (2) Inclusive: We value, celebrate and support the diversity of all individuals, (3) Compassion: We ensure dignity, empathy and understanding without judgment, (4) Teamwork & Collaboration: We work together with each other, our clients and the broader community to achieve the best possible outcomes and (5) Accountability & Reliability: We will deliver on our promises. Carea will continue to focus on building its capacity to provide a full range of health and wellness services to clients of all-ages across Oshawa, Whitby, Ajax and Pickering.

**Position Overview**

The *Mental Health Nurse Health Navigator* (“Navigator”) position offers an exciting opportunity for a Registered Nurse (RN) to participate in the design and implementation of a much-needed addition to Carea Community Health Centre’s interprofessional team of health care providers. The Navigator will focus on clients of all-ages who are in the Durham West (DW) Sub-Region the CE-LHIN (i.e., Ajax and Pickering).

The role of the Navigator will have **two primary areas of focus**:

1. The *Navigator* will facilitate access to comprehensive physical, mental and sexual health care services and provide preventative care. The Navigator will link clients with interprofessional, collaborative, integrated and holistic primary care health providers, specialists care, therapists and other community programs and services. The *Navigator* will carry a caseload of non-rostered clients. The Navigator will focus on the provision of clinical triage and provide screening, assessment, case management and supportive *counselling*. The Navigator will help to educate and empower clients to engage in managing their own health care and act as a ‘health promotor within’ the DW sub-region. The Navigator will build **system capacity** by creating connections between health service providers and other providers in the community.

2. The Navigator will work from a community development/case finding perspective to *develop* and *test* an integrated, holistic model of care that will address all aspects of health, and ensure clients are “warmly” connected to the right care, at the right time, and in the right place. As the “navigation model” is being tested and refined, the Navigator will actively participate in the development and roll-out to other access points within the DW Sub-region.
Key Responsibilities

- The Navigator will collaborate with the Clinical Manager, the DW Sub-Regional Planning Table and external partners to support the design, implementation and evaluation of the “navigation model”.
- The Navigator will build system capacity by creating connections between other health service providers in the community. The Navigator will reach out and build relationships with third-party (i.e., outside Carea) health care providers and other client-serving agencies and programs in the region to build pathways for service.
- The Navigator will provide clinical triage, screening, assessment, case management, health promotion and supportive counselling where the focus is on the provision of information, advice-giving, encouragement and instruction [...] (Health Professions Regulatory Advisory Council [HPRAC], 2006, 208).
- The Navigator will educate and empower clients to engage in managing their own health care in a non-judgmental manner, recognizing the social determinants of health and associated health risks – taking the stance of a health advocate.
- Support youth who are transitioning from child/youth to adult mental health system by providing interim case management, therapeutic support, and identification of optimal transitional adult services, as required, during the period of transition in services.
- Support clients in the transition/discharge from in-patient or emergency services to the community and from the community to hospital services.
- Develop and maintain close partnerships with a range of community stakeholders.
- Ensure client care and caseload is managed to achieve the performance objectives for the program.
- Actively participate, seek and provide consultation within an interprofessional model of care.
- Promote evidence-based, best-practices and standards-of-practice in keeping with Carea CHC policies and practices.
- Advocate for at-risk clients and their caregivers (e.g., families etc.).
- Actively participate in case conferences when required.
- Participate in other Carea CHC agency training activities and meetings as requested.
- Demonstrate active participation in the CNO Quality Assurance (QA) Program to ensure maintenance of continuing competence to practice and with Carea CHC’s performance management requirements.
- Complete timely and accurate medical records of client encounters, documentation and third-party correspondence using Carea CHC’s Electronic Medical Record (EMR) system: Nightingale-on-Demand (NOD).
- Perform other duties as assigned that are reasonable with the scope of practice.

Qualifications

- Bachelor of Science in Nursing (BScN).
- Post-grad certificate in Mental Health and Addictions is an asset.
- Must be a current member in good standing with the College of Nurses of Ontario (CNO).
- Member of the Registered Nurses Association of Ontario (RNAO) is an asset.
- Minimum of three years’ experience and skills working as a Registered Nurse (RN) clients having complex mental health needs.
- Experience in transition, discharge planning or navigation support.
- Demonstrated experience and skill in providing supportive counselling and crisis intervention.
- Experience and skill in interprofessional collaboration and team building in hospital, community or other health service provider settings. Ability to work both independently and as part of a team.
- Demonstrated knowledge of community mental health services.
- Demonstrated knowledge of the Ontario Mental Health Act, Consent & Capacity legislation, Privacy Legislation, Mental Health Reform and consumer/survivor issues.
• Experience working in a Community Health Centre (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. Familiarity with marginalized populations and the *social determinants of health*.
• Demonstrated excellent problem-solving, organizational and interpersonal skills with an ability to work effectively and respectfully in a collaborative, interprofessional team environment.
• Demonstrated ability to communicate with clients in a 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 excellent documentation/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.

If you are interested in being considered for this position, please submit cover letter and resume (as one document) expressing your interest by email to recruiting@careachc.ca on or by July 17th, 2019

Notes:

1) The Agency is committed to transparent and merit based selection in all of its recruiting and hiring decisions. We embrace and celebrate our community’s unique multicultural heritage and diversity.

2) This position is 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). We welcome internal referrals and, depending on needs, may conduct an external search concurrent with internal posting. While we thank all applicants for their interest in applying, only those qualified and considered for interview will be contacted. All applicant submissions will be kept on file for six months, for future consideration.

Carea 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 Paula Carter, Resource Development and Communications Manager at 905-723-0036, extension 1229, or by email to pcarter@careachc.ca Carea Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.