

External Job Posting

Position Title: Primary Care Nurse Practitioner (NP) – Mental Health Focus

Employment Status: Full-time

Hours of Work/Schedule: Monday to Friday, 35 Hours

Position Reports To: Manager, Clinical Services

Director: Director, Clinical Services

Salary Range: Annualized Salary \$116,416 - \$121,027 commensurate on skills and experience, plus participation in HOOPP.

Work Location: Pickering, ON

Organization Overview

Carea 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.

Carea 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 Carea Community Health Centre! Care. Compassion. Community.

Position Overview

Working within the West Durham Interprofessional Primary Care (IPC) Team based at Carea's Pickering office, the NP will provide comprehensive, client-centered primary health care that emphasizes accessibility, health promotion, illness prevention, and continuity of care for clients experiencing symptoms of mental illness who are referred for service by solo primary care practitioners in the West Durham region.

While patients remain connected to their referring primary care provider, Carea's IPC Team, made up of the NP, Health Promoter, and Therapist, will provide comprehensive assessment related to mental and physical distress. Initial assessment is followed by treatment planning, counselling, medication and referrals to community programs, follow up and on-going communication with the client's primary care provider. The IPC Team will activate clinical pathways, referring clients to additional Carea services and connecting them with community-based and specialty services as indicated.

The Nurse Practitioner (NP) will be an effective, collaborative member of an inter-professional team providing clinical services to marginalized and at-risk members of our community – particularly those experiencing poverty and discrimination. The NP will demonstrate advocacy and leadership skills to champion and support goals that align with and achieve Carea CHC's Strategy, Vision, Mission and Values, internally and externally, in the context of safe and ethical NP practice.

Key Responsibilities

- Perform clinical assessments, diagnostics, and therapeutic interventions within full scope of practice to address the biopsychosocial needs of clients, including those with multiple comorbid health conditions, mental health diagnoses and/or concurrent disorders involving substance use/abuse, recognizing the importance of social determinants and associated health risks
- Actively participate within an inter-professional model of care which includes Carea clinical services and health promotion staff as well as consultation and collaboration with external providers and partners
- Provide case management and follow-up for client treatment regime, actively participating in case conferences as required within the IPC model of care
- Provide leadership by promoting a proactive and supportive team environment, contributing substantively to the development, implementation, and evaluation of an emerging program and related structures and processes of care
- Contribute to activities related to the development, implementation, and evaluation of medical directives, policies and procedures, and best-practice guidelines
- Complete timely and accurate medical records of client encounters, documentation and third-party correspondence using Carea CHC's Electronic Medical Record (EMR) system
- Ensure client care and caseload is managed to achieve the goals of Carea CHC's *Multi-Sector Service Accountability Agreement* (MSAA) indicator targets with Ontario Health
- Participate in chart reviews, development and implementation of Quality Improvement Plans (QIP) and accreditation activities
- May be required to conduct home visits with clients
- Participate in client care at BackDoor Mission
- May provide clinical supervision and training for NP students and orientees
- On-call coverage as required

- Participation in mandatory education and training as assigned
- Other duties as assigned

Key Qualifications

- Nursing Degree – completion of a master’s degree in nursing
- Completion of a recognized primary care NP program
- Registration in good standing with the *College of Nurses of Ontario* (CNO) as RN (Extended Class)
- Must hold a *Prescribing Narcotics and Controlled Substances* certificate from a CNO-approved training program
- *Nurse Practitioners Association of Ontario* (NPAO) or *Registered Nurses Association of Ontario* (RNAO) membership is an asset
- Minimum of three years’ experience working as a primary care NP with clients having complex needs, including children and youth
- Experience working in a CHC setting or other community health practice with experience in resource development and establishing community partnerships strongly preferred
- Demonstrated 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 – includes active listening skills to understand client needs and coaching of clients as collaborative partners in their health care
- Demonstrated ability to effectively manage crises in a professional manner
- Demonstrated report-writing skills for a clinical setting
- Superior communication (verbal and written), interpersonal, and conflict resolution skills
- Basic CPR certification
- Proficiency with Microsoft Office applications (e.g., Word)
- Demonstrated competency in facilitating client group activities
- Valid current vulnerable sector police check – required upon hiring
- Flexibility to work from any of Carea CHC’s locations in Oshawa, Whitby, Ajax or Pickering as needed
- Valid Ontario Driver’s license and access to a reliable vehicle

Full vaccination against COVID-19 is mandatory for this position (Carea 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@careachc.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).

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 Human Resources at 905-723-0036, or by email to recruiting@careachc.ca. **Carea Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.**