

Job Posting

Position Title: Registered Nurse – High Priority Communities Focus

Employment Status: Contract Full-time (ending March 31, 2024, with possibility of an extension)

Job Posting Deadline for Internal Candidates: September 8, 2023, at 5:00pm

Hours of Work Schedule: 35 hours/week (1 FTE) [days/evenings and weekends may be required]

Position Reports To: Manager, Clinical Services

Salary Range: Annualized salary range \$70,250 – \$75,224, commensurate on skills and experience, plus participation in HOOPP

Work Location: This position works primarily in the community, with a requirement to work at any one of the DCHC sites

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 centre 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

Registered Nurse (RN) – High Priority Community Strategy will provide support high-priority communities in Durham Region that face complex barriers to accessing social and health services and supports. They will assist with outreach and education, identifying and removing barriers for participation in programming and other related health services.

This position works within a health and well-being model of care that addresses the social determinants of health which have had particular impacts on the identified high-priority communities in Durham Region. Through a lens of health promotion and primary prevention, the nurse will work collaboratively with clients and team members to develop and implement care plans and provide follow-up with patients. The nurse will assess, manage, and support clients, offering health teaching and guidance on a variety of developmental concerns, health issues, and clinical conditions.

Responsibilities

1. 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.
2. Increase awareness of health-related services and provide necessary information about available supports and services, and personal protective equipment by providing health teachings
3. Provide health teaching and support at mobile clinics
4. Actively participate, seek, and provide consultation within an inter-professional model of care
5. Perform clinical assessments and health information gathering for clients with complex needs
6. 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.
7. Perform intake assessment activities for new clients
8. Complete timely and accurate medical records of client encounters, documentation and third-party correspondence using Durham CHC's Electronic Medical Record (EMR) system.
9. 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.
10. Contribute to activities related to the development, implementation and evaluation of medical directives, policies and procedures, best-practices, and protocols.
11. Adhere to and promote evidence-based practices and standards of best-practice in keeping with Durham CHC clinic operational guidelines.
12. Actively participate in case conferences when required.
13. Participate in chart audits, development, and implementation of Quality Improvement Plans (QIP) and accreditation activities with Canadian Centre for Accreditation (CCA).
14. 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.
15. Participate in Durham CHC agency training activities and meetings as requested.
16. Ensure client care and caseload is managed to achieve the goals of Durham CHC's *Multi-Sector Service Agreement Accountability Agreement (MSAA)*

Qualifications

- Completion of required education to obtain diploma or degree in Nursing at a recognized institution
- Current RN registration with the *College of Nurses of Ontario* (CNO).
- Member of the Registered Nurses Association of Ontario is an asset.
- Phlebotomy certification required, or willing to obtain.
- Minimum of three years' experience working as an RN with clients having complex needs.
- Experience working with children and families and knowledge of relevant services and community supports in Durham Region is strongly preferred.
- Experience working in a CHC setting, or other community health practice is an asset.
- Experience working with communities and individuals who face barriers accessing traditional health care services.
- Demonstrated excellent problem-solving, 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 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 written skills and report writing for a clinical setting.
- Basic CPR certification required.
- Experience using EMRs and OTN (Ontario Telemedicine Network)
- Proficiency with Microsoft Office applications (e.g., Word) is an asset.
- Comfort and competency in facilitating client group activities.
- Must show evidence of valid current vulnerable sector police check – required upon hiring.
- Valid Ontario Driver's license.

Key Attributes include:

Service-oriented, Initiative, Results-oriented, Flexible/Adaptable, Collaborative, Effective Communication Skills, Team Player, Ability to manage risk within one's responsibility & accountability, Ability to take Accountability. **Role-specific attributes:** Conceptual thinker; Efficient, Organized, Attention to Detail, Creative & Innovative Thinker, Analytical/Systematic, Forward Thinker, Problem-Solving skills, Crisis Management Skills, Empathic.

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.**