

## External Job Posting

**Position Title: Registered Nurse (RN) – Child, Youth, and Family Health Clinic**

**Employment Status:** Temporary Part Time (0.5 FTE)

**Hours of Work Schedule:** 17.5 hours biweekly, includes one evening per week

**Salary Range:** Annualized salary range \$34,436 - \$36,875 (adjusted for FTE) is commensurate on skills and experience, plus optional participation in HOOPP.

**Position Reports To:** Manager, Clinical Services

**Director:** Director, Clinical Services

**Primary Location:** 1320 Airport Blvd, Oshawa, Ontario

### 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.

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.

**The Child, Youth, and Family Clinic** provides access to primary care and counselling services as part of an evolving multi-agency hub which is designed to offer a variety of health and social supports for children, youth, and families in Durham with an emphasis on vulnerable groups who experience barriers to care, including those involved with child protective services. This is an exciting time of growth and clinic staff have the opportunity to contribute to program development and promotion of clinical and associated services.

### Position Overview

In the context of an interprofessional care team, the RN will provide comprehensive, client-centered, and developmentally appropriate care to clients within the Child, Youth, and Family Health Clinic, informed by

knowledge of the social determinants of health. Through a lens of health promotion and primary prevention, the nurse will work collaboratively with clients and clinic 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.

### **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 children, youth, young adults, and families 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 Carea CHC's performance management requirements.
- Participate in Carea CHC 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 Carea 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.
- Excellent infant and paediatric physical assessment skills, with demonstrated knowledge of developmental norms and milestones
- Experience working with children and families and knowledge of relevant services and community supports in Durham Region is strongly preferred.
- Demonstrated understanding of child- and family-centred care principles
- 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.
- Knowledge of child, youth, and family resources in Durham strongly preferred.
- 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.

### **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](mailto:recruiting@careachc.ca).
- 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](mailto:recruiting@careachc.ca). **Carea Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.**