



Care. Compassion. Community.

External Job Posting

Position Title: Registered Nurse (RN)

Employment Status: Permanent, Full-Time

Hours of work/schedule: 35 hours per week (may require one evening per week)

Salary Range: Annual salary within range \$68,873.00 - \$73,749.00, commensurate on skills and experience, plus optional participation in HOOPP.

Position Reports To: Manager, Clinical Services

Director: Director, Clinical Services

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

The Registered Nurse (RN) will provide comprehensive, client-centered primary health care that emphasizes accessibility, health promotion, illness- prevention and continuity-of-care for clients – individuals, couples, families – who sometimes experiencing complex physical and mental health needs. The RN recognizes that the primary factors that shape the health of our clients are not medical treatments or lifestyle choices but rather the living conditions that our clients experience – the *social determinants of health*. The RN will practice to their full-scope as set-out in *College of Nurses of Ontario (CNO)* guidelines and defined as: the promotion of health and the assessment of, the provision of, care for, and the treatment of, health conditions by supportive, preventive, therapeutic, palliative and rehabilitative means in order to attain or maintain optimal function.

The RN will be an effective, collaborative member of the Carea CHC's inter-professional team that includes Family Physicians, Nurse Practitioners (NP), Registered Nurses (RNs) and Therapists (including Registered Social Workers (RSWs) and Registered Psychotherapists (RPs)) who are providing clinical services to marginalized and at-risk members of our community – particularly those clients who are experiencing poverty and discrimination. The RN 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 RN practice.

Key Responsibilities – Primary Health Care

- Provide client-centred primary care to individuals, couples, and families in a non-judgmental manner, recognizing the social determinants of health and associated health risks – taking the stance of a health advocate.
- Actively participate, seek, and provide consultation within an inter-professional model of care which includes – among others – fellow RNs, Nurse Practitioners, and Therapists practicing from both Social Work and Psychotherapy framework across Carea CHC clinic locations.
- Facilitate clinical assessments and health information gathering for clients with complex needs – within full scope of practice as defined by the *College of Nurses of Ontario* (CNO).
- Provide RN 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.
- Provide counselling, education, health promotion, internal referrals, and follow-up.
- Perform intake assessment activities for new clients and assist medical secretaries in triage for telephone/walk-in for existing clients that are rostered to Family Physicians or seen by Therapists.
- Actively participate, seek, and provide consultation with external health service providers in the client's circle-of care.
- Provide case management and follow-up for client treatment regime.
- Complete timely and accurate medical records of client encounters, documentation and third-party correspondence using Carea CHC's Electronic Medical Record (EMR) system.
- Contribute to activities related to the development, implementation and evaluation of medical directives, policies and procedures, best-practices, and protocols.
- Contribute to the development of service and programs for health promotion for i.e., Trans health is an asset, expanded role for conducting pap smears is an asset.
- Adhere to and promote evidence-based practices and standards of best-practice in keeping with Carea CHC clinic operational guidelines.
- Advocate for at-risk clients and their families.
- Actively participate in case conferences when required.
- Participate in chart reviews, 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 the design, implementation, and evaluation of research studies that Carea CHC may participate in, from time-to-time, in the course of our developing relationships with the universities and/or as providers of clinical student placements.
- Participate in other Carea CHC agency training activities and meetings as requested.
- May be required to conduct home visits from time-to-time.
- May also 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 Accountability Agreement* (MSAA) indicator targets with the Central-East Local Health Integration Network (CELHIN). Perform other duties as assigned that are reasonable with the scope of practice.

Key Responsibilities for Telemedicine via OTN

- The candidate will already have or will actively attend and participate in OTN training and certification to provide client care via telemedicine.
- Receives and facilitates OTN referrals through email, faxes, and telephone inquiries.
- Contacts physicians' offices to obtain client information.
- Communicates with referred clients and service providers to schedule clinical appointments via OTN scheduling network and onsite for in-person consultations.
- Attending OTN consultations with clients and providers when required to conduct physical assessments or other nursing duties as required by the consulting physician during the consultation.
- Facilitate weekly indirect care telepsychiatry meetings between providers and our partners at CAMH.
- Coordinate quarterly reports to be completed for the LHIN/Ontario Health East

Qualifications

- Nursing Degree - Bachelor of Science in Nursing (BScN).
- Certification and member in good standing with the *College of Nurses of Ontario* (CNO).
- Member of the Registered Nurses Association of Ontario is an asset.
- Phlebotomy certification required.
- Minimum of three years' experience working as a primary care RN with clients having complex needs.
- Experience working in a CHC setting or other community health nursing practice is an asset.
- Experience working with telemedicine 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.
- Demonstrated competency in facilitating client group activities.
- Must show evidence of valid current vulnerable sector police check – required upon hiring.



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- Valid Ontario Driver's license.

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.**