JOB POSTING

Position: Primary Health Care Nurse Practitioner
Reports to: Director Primary Healthcare Services
Terms: Permanent Full-Time/Part-Time/Independent Consultant/Locum – All Possibilities considered.
Start Date: Immediate
Bilingual (French/English a strong asset)
Location: 27 Tapscott Road, Unit 1, Scarborough, ON M1B 4Y7

POSITION SUMMARY

TAIBU Community Health Centre provides primary health care and related services for Black populations across the Greater Toronto Area as its priority population and residents of the local community of Malvern. Recognizing that systemic oppression has fostered conditions of ill-health with Black communities, we strive to deliver these services through intersectional, equity based and culturally affirming practices which promote holistic wellness, health education, and prevention.

As part of an inter-disciplinary team, the nurse practitioner provides primary health care services within the framework of the determinants of health with an emphasis on prevention and health promotion to ensure clients' access the services and programs necessary to maintain and improve health outcomes. The nurse practitioner participates in the development, implementation, monitoring and evaluation of programs and services for individuals, families and the community.

The nurse practitioner will also be called upon, occasionally, to support health promotion and advocacy initiatives of the Centre. All regulatory and statutory requirements of the profession will be faithfully followed by the nurse practitioner. Internal accountability procedures will also be completed in a complete and timely manner as required. The nurse practitioner will work within an anti-racist/anti-oppression framework.

RESPONSIBILITIES

Primary Health Care

1. Provides ongoing comprehensive primary health care to a roster of clients of all ages within the scope of practice of a nurse practitioner, including assessments, diagnosis, treatment, counseling, education, screening, referrals and follow-up based on appropriate standards of practice
2. Initiates and manages the care of clients and/or monitors the ongoing therapy of clients with chronic stable illness. Where necessary and appropriate, consults with other members of the interdisciplinary team to provide interventions, within the scope of the practice, including the prescribing of drugs, and ordering of laboratory and health promotion options

3. Monitors client health maintenance, and, in cooperation with the client (and his/her family) and other members of the interdisciplinary team develops health care plans and recommendations concerning treatment, prevention and health promotion options

4. Maintains complete and accurate client records
5. Sees clients at the Centre - on both a scheduled and urgent basis - and also in the community through outreach, off-site clinics, and hospital visits. Provides home visits as may be required, including week-ends, and participates in on-call schedules as may be required
6. Participates in primary health care program and service delivery within the broader community context in partnership with other institutions and agencies as may be required;
7. Initiates, participates in, or leads practice management rounds and appropriate in-service exercises;
8. Works in partnership with other institutions and agencies to develop, deliver and evaluate services, as needed;
9. Maintains all licenses, certificates, and standards related to the ability to practice as a RN(EC) in Ontario
10. Ensures that infection control protocols and procedures are in place and implemented. Conducts necessary audits. Suggest areas for protocol development and works with other team members in their development

Inter- / Multi-disciplinary practice

1. The nurse practitioner should work across disciplines in order to improve client outcomes
2. Participate in the development, implementation, monitoring and evaluation of treatment, education, counselling and health promotion programs and services for individuals, families and the community
3. Additional duties will be:
    - Working with team reviewing outcomes and statistics as required for redirection, changes in clinical practice focus
    - Working with the team on networking and outreach as required
    - Attending meetings or sessions representing TAIBU Community Health Centre
    - Attending case conferences as needed
    - Working with the team and the staff on special programs, e.g. diabetes clinic, sickle cell management, refugee health, sexual health, HIV care and other clinical programs as required

Administrative Duties

1. Share administrative and clinical maintenance tasks with other centre staff. These may include dealing with pharmaceutical sales representatives, compiling statistical data, updating records, peer review of client records,
2. Vetting, approving, editing and organizing health education materials
3. Participate/lead in/ research initiatives

Accountability

1. This position reports to the Director Primary Healthcare Services

2. The nurse practitioner has accountability to the standards of practice of the profession and College Nurses of Ontario

3. The nurse practitioner is accountable to meet the requirements of any accountability agreement between Ontario Health and TAIBU Community Health Centre

Qualifications

Academic

- Baccalaureate in Nursing
- Certificate as a Primary Care Nurse Practitioner from a recognized institution
- Registered Nurse with the College of Nurses of Ontario in the Extended Class
- Knowledge and experience with therapeutic methods and practices based upon a health promotion/illness prevention model
- Extensive community-based experience, preferably in an under serviced area setting, or in combination with acute care experience
- Research and/or teaching experience an asset
- 2-3 years of experience in primary care or community nursing will be an asset

Personal

- **French proficiency is a very strong asset**
- An understanding, patient individual sensitive to a high needs priority population
- Excellent decision-making, problem-solving, conflict management and time management skills.
- Commitment to continuous learning, quality improvement and innovation
- An understanding, patient individual sensitive to a high needs priority population
- Possess an interest in developing new skills relative to identified needs of clients and enhancing current professional practice to complement the agency
- Knowledge of community resources, health promotion and social determinants of health and public health policies and their impact on marginalized and racialized communities
- Excellent communication skills (written and verbal) and group facilitation skills are an asset
- Proven consultation and collaborative skills
- Ability to work evenings and occasional weekends
- Ability to work independently as well as part of multi-disciplinary team
- Ability to participate in home visits as required
- Interest in supervising/mentoring students
- Possesses a valid driver's license
- Strong computer and data analysis skills

Compensation:

- $103,943 – 135,477 + Competitive benefits
- Expected salary adjustment in the near future – based on Ministry communication
- New recruits at TAIBU CHC will be enrolled in the Healthcare of Ontario Pension Plan (HOOPP)

This vacancy is a new position.

No Artificial Intelligence or other technology will be used to assess, screen applications and select candidates.

Please send your cover letter and resume by _____**:**

IPCT Expansion Hiring Committee
TAIBU Community Health Centre
1371 Neilson Road, Unit 418
Scarborough, Ontario, M1B 4Z8

Email: recruitment@taibuchc.ca
Fax; 416 644 3542

No telephone enquiries. TAIBU CHC thanks all applicants for their interest. However, only those persons selected for an interview will be contacted.

TAIBU Community Health Centre is an equal opportunity employer and applicants from racialized and minoritized communities are strongly encouraged.