

North Bay Nurse Practitioner-Led Clinic

Job Posting

Position: Contract Nurse Practitioner

Time Line: now until March 31, 2025

Reporting Relationship: Reports to Clinic Director

Position Overview

North Bay Nurse Practitioner-Led Clinic (NBNPLC) provides team based primary health care, including chronic disease management, health promotion and disease prevention, to people living in the city of North Bay and surrounding area. The NPLC employs an inter-professional team of health care providers who work in a collaborative model of care.

The Nurse Practitioner (NP) will play an integral role in the care of the patients of the North Bay Nurse Practitioner-Led Clinic. They will assist the NPLC in achieving its vision, mission and values. The NP will support patient care and the delivery of programs by focusing on the identification, provision and management of resources and strategies to improve patient health. Nurse Practitioners employed at the NBNPLC are considered leaders in the organization

Roles and Responsibilities

Assessment, Diagnosis and Treatment:

- Work collaboratively with other team members to manage the needs of the patient roster of the NBNPLC.
- Conduct individual health assessment, diagnosis and treatment, follow-up, chronic illness monitoring, immunization, order diagnostic and screening tests, health promotion and disease prevention counseling.
- Prepare a plan for intervention and/or for referral to NBNPLC programs and/or community programs as appropriate.
- Coordinate appropriate diagnostic tests and procedures as per RN(EC) scope of practice, and/or in consultation with collaborating physicians or in accordance with medical directives.
- Work with collaborating physician for issues falling outside the NP's scope of practice.
- Recommend and arrange specialist referrals and appointments
- Instruct patients on specific diagnostic tests and therapies
- Implement goal-oriented, time-limited intervention plans, including education in collaboration with patient and/or family and inter-professional team.
- Apply self-management and other strategies to support the development of an informed activated patient.
- Evaluate and document outcomes of individual patient care in collaboration with the

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- Provide service for after-hours clinic when required.
- Will provide coverage at both clinic sites if/when required or requested by Clinic Director.
- Provide home visits and outreach services as required/directed.

Organizational:

- Participate as a clinical team member and leader in the development and delivery of targeted programs including, but not limited to, palliative care, cancer care, case management, chronic disease, mental health and addictions, reproductive and child health.
- Collect data as required for statistical/reporting purposes.
- Provide timely and informative reports as directed/requested by the Clinic Director and/or Administrative Lead.
- Observe, collect and record patient data in the EHR system.
- Provide leadership during team building, program development, and improvement activity initiatives.
- Participate in staff meetings to exchange ideas, receive mutual support and monitor program outcomes as well as present case studies.
- Assist in the development and implementation of the clinical model and guidelines for collaborative care.
- Comply with established personnel policies, procedures, standards and guidelines for operation.
- Identify gaps and needed modifications in services.

Education, Community Relations and Advocacy:

- Facilitate referrals to other services as well as communication and networking between the primary health care practice and hospital or home care agencies and major stakeholders.
- Maintain relations with networks, related professional organizations and other related service providers/agencies in our community.
- Contribute to a positive and supportive environment for NBNPLC staff and patients at all times.
- Represent the mission, values and philosophy of the NBNPLC in the community, including networks, meetings or presentations, as requested.
- Assist in the training and supervision of students as requested by the Clinic Director.
- Involve patients in decisions about their own health.
- Support patients in learning how to self-manage care.
- Initiate and support health education activities.
- Conduct group educational sessions on health-related topics when required.
- Identify community needs and resources and seek opportunities for collaboration and outreach.

Other:

- Participate in established performance evaluation process and professional development goals.
- Develop, update and maintain education resources and NP competencies.

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- Participate in community meetings as required.
- Perform other related duties as assigned by the Clinic Director.

Qualifications and Requirements:

- A Master of Science in Nursing (MScN) or Master of Nursing (MN) degree with a Primary Health Care Nurse Practitioner Certificate is required. Candidates in process of completing their MScN or MN may be considered.
- Current registration with the College of Nurses of Ontario as an RN(EC) is required.
- Proof of liability insurance through CNPS or RNAO membership.
- Bilingual – French and English preferred
- Basic CPR certification.
- At least two years' experience, preferably in a community health setting working with vulnerable populations (such as people who are homeless, living on low income or those with high-risk health behaviors)
- Strong leadership skills and experience from previous nursing roles
- Experience with crisis de-escalation, mental health and substance use disorders and with harm reduction as an approach to the provision of care.
- Ability to navigate the health care system, work as a strong advocate for patients and ensure appropriate health system responsiveness.
- Knowledge and a demonstrated nursing ability in community health and public health sciences and chronic disease management.
- Knowledge of patient-centered philosophy, change management, basic principles and practices of community service delivery, short-term treatment options and chronic disease management models.
- Knowledge of community resources connected to the provision of health promotion and illness prevention related services.
- Demonstrated skills in assessment, program planning, implementation and evaluation.
- Clinical nursing practices within the scope of the RN(EC) class
- Work effectively, both independently and as part of an inter-professional team.
- Flexibility and ability to adapt to change.
- Excellent inter-personal skills.
- Ability to work flexible hours (some evening and weekend work may be required) and may include both sites.

PLEASE SEND YOUR COVER LETTER AND RESUME TO:

JUDY LATIMER, ADMINISTRATIVE ASSISTANT

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The posting will remain in place, until the position is filled.