

EXTERNAL RE-POST



TITLE: Community Health Nurse/Home Care Nursing Supervisor (RN)
REPORTS TO: Executive Director of Community Services
LOCATION: Health Building (in office and in the field)
TERM: Full time
SALARY: commensurate with BCNU wages
CLOSING DATE: Open Until Filled

SCOPE

Under the supervision of the Executive Director of Community Services the Community Health Nurse/Home Care Nursing Supervisor (RN) assesses, plans, implements, evaluates and documents all nursing care of patients in accordance with policies and professional nursing standards. The RN oversees the quality of departmental nursing services and develops day-to-day nursing care plans. The RN is the primary point of contact between patients, families and healthcare professionals. The RN follows the nursing process of assessment, planning, intervention, implementation, and evaluation and performs all other duties as assigned. Workload and authority: this position supervises home care and community health care. As nurse responsible for the direction of the home care team you will provide direction and support to the home care supervisor and team of 2 home care aides and 3 home support workers; as such you will oversee the clinical needs of people with functional limitations, Elder Care, home visits and charting. As Nurse responsible for community health you will oversee disease prevention, pre-and post-natal care and community health education at the local K-12 school on reserve. Other related duties as required.

Candidate Profile:

The Nurse must have a positive, diplomatic personality with a strong desire to keep individuals safe. The Nurse must work together with the multi-disciplinary teams of FNFN and other service providers to plan for care, health and wellness of individuals. Core competencies will include:

- Ethics and Integrity
- Leadership and Confidentiality
- Listening, Understanding and Responding
- Planning and Organizing
- Reliability and Trust
- Problem Solving and Mentoring
- Information seeking, communication and collaboration
- Community Involvement and Engagement

Considerations:

- Salary commensurate with BC Nurses Union wages.
- Schedule is Monday to Friday 8:30 a.m. – 4:30 p.m.
- Moving Expenses covered to a maximum as per policy.
- Leave pays includes: sick pay, family responsibility pay, bereavement pay as per policy.
- Vacation award is 4 weeks; time in lieu award is 1 week.
- Flexible schedule arrangements.
- Health benefits (health, dental, vision, EAP), and pension matching.
- Travel bonus to attend annual FNHA conference.
- Training includes TB/Immunizations 101, Annual Communicable Disease Conference, as well as many other learning and development opportunities provided by the FNHA.
- Full access to FNHA Practice Support and Practice Consultation teams, both for Home Care and Community Health.

Employer may consider short-term six month contracts for qualified successful candidates; if you are seeking a short-term contracted work assignment please outline this requirement in your cover letter.

MINIMUM QUALIFICATIONS

- Graduate of an accredited school of nursing with a Bachelor's of Science in Nursing, Registered Nurse (BSN, RN) or diploma (RN) qualification.
- RN License to Practice in good standing with the College of Registered Nurses of British Columbia (CRNBC).
- Minimum 2 years of supervised experience as an RN with experience working with First Nation's people being essential.
- Current CPR -C Certification.

- Knowledgeable regarding the nursing process and its applications, including the assessments, planning, implementation, and evaluation of nursing care.
- Demonstrated ability to assist patients, family members or other clients with concern and empathy; respecting their confidentiality and privacy and communicating in a courteous and respectful manner.
- A well-defined sense of diplomacy, including solid negotiation, conflict resolution, and people management skills.
- Computer skills: Microsoft Office Suite
- Good organizational, time management and prioritizing skills
- Demonstrated ability to work independently and as part of a team
- Physically able to perform all assigned tasks
- Criminal Records Review Program with vulnerable sector
- Valid driver's licence and current driver's abstract

DESIRED QUALIFICATIONS

The aforementioned as well as:

- Current BCCDC Immunization Competency Certification
- Current AHA Healthcare Provider training (BCLS)
- Remote Certified in emergency care and specialized treatment and clinical care is an asset
- First Nations experience nursing on reserve
- Previous experience in community program development
- Formal training in crisis management
- Familiarity with integrated health services

APPLICATION INSTRUCTIONS

Closing Date: Open until filled. **Start date:** Immediate. **Salary:** Salary commensurate with BC Nurses Union wages. Preference may be given to local and/or First Nation's qualified applicants. Fort Nelson First Nation is a progressive organization offering an incredible work environment, competitive salary packages, extended medical, dental and vision, pension plan, professional development and career advancement opportunities. To forward your resume, respond to:

Cathy Murphy, Human Resources Consulting
 Fort Nelson First Nation
 R.R. #1, Mile 295, Alaska Highway
 Fort Nelson, B.C. V0C 1R0
 E-mail: cathy.murphy@fnnation.ca

We thank for all for applying, but only those applicants whose applications clearly demonstrate meeting all of the requested minimum qualifications will be responded to.