

# Full-time Permanent Employment Opportunity



## Full-time @ 35 hours/week

### Normal Hours of Work

Monday - Thursday:

8:15am to 4:30pm

&

Friday:

8:15am to 1:15pm

*\*flexing of hours expected\**

### Salary:

\$125,000 - \$140,000 annually\*.

\*While Alderville First Nation Salary Grid will apply - start rate will be commensurate with experience.

### Benefits:

- Paid Vacation!
- Paid time off over Holiday Shutdown!
- 14 Statutory Holidays!
- Paid Sick Leave!
- Group Health & Dental Benefits including Long-term Disability (LTD) and Employee Family Assistance Program (EFAP)!
- Pension Plan with Employer Match!

## Nurse Practitioner

### POSITION SUMMARY:

The Nurse Practitioner provides health promotion, disease prevention and illness management for individuals, families, and groups within the Alderville First Nation Community. You will act as the individual's or family's first point of contact with the health care system, similar to the role of a Family Physician. You will work collaboratively with other health care professionals to support the health and well-being of AFN members.

### KEY JOB FUNCTIONS:

- Provides primary, holistic, and integrated health care to all ages, but with an emphasis on home visits to AFN's aging population.
- Assesses and diagnoses client health for acute illnesses and support clients to manage chronic illnesses.
- Works with the client and the community to promote healthy lifestyles and disease prevention.
- Collaborates and consults with members of the Health & Social Services interdisciplinary team to address issues experienced by clients and within the community and situations that are outside their scope of practice or exceed their knowledge and/or skill.
- Supports the development, implementation, and operation of an onsite Assisted Living Facility.

### PRINCIPLE DUTIES

- Provides complete health assessments including health history and physical examination.
- Provides wellness care, health screening and education.
- Diagnoses and treats illness and injury.
- Screens for, treats, and monitors chronic illness, collaborating and consulting with physician as required in accordance with the standards for physician consultation.
- Provides care for episodic illness.
- Monitors ongoing therapy of clients with chronic, stable illness.
- Utilizes nursing strategies with a foundation of evidence-based practice.
- Assesses, diagnoses, orders, interprets medical tests, prescribes medications, and collaborates in the care of patients.
- Performs assessments, diagnosis, treatment, health education/counselling and other clinical activities according to the CNO standards of practice.
- Maintains accurate, concise, and confidential documentation.
- Documents appropriately within the Electronic Medical Record (EMR) and other avenues of documentation as required.
- Facilitates continuity of care by working in collaboration with professional health care teams, including specialists.
- Determines the need for health promotion and prevention strategies for patients, families, and caregivers.
- Advocates for patients, families and caregivers as required.

### Minimum Qualifications:

- Baccalaureate or Master's Degree in nursing from a recognized university required.
- Nurse Practitioner Certification from an accredited program.

### Specialization required:

- Registration with the College of Nurses of Ontario in the Extended Class (NP – Adult).
- Member of Nurse Practitioner's Association of Ontario (NPAO) preferred, with professional liability insurance.

## Nurse Practitioner continued...



### Full-time @ 35 hours/week

#### Normal Hours of Work

Monday - Thursday:

8:15am to 4:30pm

&

Friday:

8:15am to 1:15pm

*\*flexing of hours expected\**

### Salary:

\$125,000 - \$140,000 annually\*.

\*While Alderville First Nation Salary Grid will apply - **start rate will be commensurate with experience.**

### Benefits:

- Paid Vacation!
- Paid time off over Holiday Shutdown!
- 14 Statutory Holidays!
- Paid Sick Leave!
- Group Health & Dental Benefits including Long-term Disability (LTD) and Employee Family Assistance Program (EFAP)!
- Pension Plan with Employer Match!

#### Specialization required continued:

- Current Basic Life Support (BLS) certificate.
- Current Advanced Cardiovascular Life Support (ACLS) certificate.
- Certification in Geriatric Nursing from Canadian Nursing Association preferred.
- Up to date Immunization Certificate.
- CPR and First Aid, and AED; ongoing renewal as required to maintain current certification.
- Valid driver's license and \$1M liability insurance.
- Vulnerable Sector Screening (VSS) acceptable to position upon conditional offer.

#### Considered an asset:

- Knowledge and understanding of Native culture, traditions, teachings, community dynamics.
- First Nations and Inuit Health Branch approved training in community health.
- Demonstrated Partnership, Collaboration and Advocacy skills.
- Diversity and Inclusiveness skills.

#### Preferred Experience:

- Minimum one (1) year experience working as a Nurse Practitioner in a community setting, hospital, or public health setting with experience in primary health care preferred; new graduates are welcome to apply.
- Experience working with all age groups (newborn, children, youth, adults, aged).
- Awareness of and sensitivity to the health issues of a diverse community and experience working with First Nations communities.
- Knowledge and understanding of infection control and preventative practices.
- Demonstrated commitment to and knowledge of community-based health care.
- Demonstrated ability to work in a multi-disciplinary environment.
- Ability to provide coaching, mentorship, and guidance to community-based health workers.
- Excellent time management skills and demonstrated ability to respond to needs of the community that may not fall within a typical Monday to Friday schedule.
- Excellent interpersonal skills including ability to coach and develop others.
- Excellent relationships-building skills to initiate and carry out initiatives, and build and maintain relationships with Chief & Council, Leadership, and internal and external stakeholders.
- Excellent verbal and written communication skills.
- The ability to function effectively during periods of rapid change and transition.
- Must have excellent computer skills for reporting and presentation purposes, and general office equipment knowledge.

*\*\* For full job description, contact Human Resources\*\**

**Deadline to Apply: *Tuesday, April 23rd, 2024.***

#### How to Apply:

Applications must include a cover letter, current resume and three work-related references (name, phone #, email address of former Supervisors) and/or letters of reference).

#### How to Contact:

Human Resources Recruitment

Phone: 905-352-2011 ext. 217

Email: [humanresources@alderville.ca](mailto:humanresources@alderville.ca)

#### Note:

Consideration will be given to documented past employment performance, attendance and reliability history for applicants previously employed by AFN. Applicants must meet the minimum qualifications outlined to be considered for an interview. Only those applicants selected for an interview will be contacted.

The AFN is committed to employment equity. All qualified candidates are encouraged to apply, however, qualified candidates who self-identify as members of Alderville First Nation or as "Aboriginal" as defined in the AFN Recruitment Policy, will be given preferential consideration for any position.

*Chief & Council retain the right to make the final decision on the selection of the successful candidate.*