

# VERNON NATIVE HOUSING SOCIETY

## JOB DESCRIPTION

**POSITION TITLE:**

**NURSE PRACTITIONER**

**WAGE SCALE:**

**\$85,000.00/annum**

**21hrs/wk**

**NON-UNION**

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### **Complex Care Mandate:**

Vernon Native Housing Society has created a Complex-Care home for ten Indigenous women. This home will be a new approach to Indigenous focused nursing care, creating a harm reduction program, focused on cultural safety and a trauma informed approach to complex indigenous clients.

### **General Overview of the Position:**

The Nurse Practitioner functions as a member of both the Complex Care Housing team and the designated multi-disciplinary team. The role's purpose is to ensure that persons with severe and persistent mental health problems and/or problematic substance use and/or development disability issues may have access to timely, evidence-based treatment and clinical support across the continuum of available services. The Nurse practitioner provides assessment, treatment, case management, community support, and, as required, urgent response to clients who may also have serious functional impairment in the domains of physical health and personal, family, financial, occupational, and social life. The nurse practitioner functions as a primary clinician utilizing a variety of specialized treatment modalities/ therapies for individuals, groups of clients, and/or their families.

Per the organization's established vision and values, the Nurse Practitioner is responsible and accountable for the comprehensive assessment of patients/clients/residents, including diagnosing diseases, disorders, and conditions. The Nurse practitioner initiates treatment, including health care management and therapeutic interventions, and prescribes medications following the statutory and regulatory standards, limits and conditions, policy, and guidelines. The Nurse Practitioner provides professional guidance to other health professionals and practices autonomously and interdependently within the context of an interdisciplinary healthcare team, making referrals to physicians and others as appropriate.

### **Job Description:**

#### **Role and Responsibilities:**

- This position collaborates with patients/clients/residents and other members of the interdisciplinary team to identify and assess trends and patterns that have implications for patients/clients/residents, families, and communities; The position participates in peer review and self-review to evaluate the outcome of services at the patient/client/resident, community, and population levels.
- Contributes to the development and ongoing changes to the individualized plan of care, including attending and providing input into multidisciplinary care planning meetings and family conferences. Advocates for the interest of the patient/resident/client and significant others.
- Identifies and assesses potential emergencies and develops short-term strategies to handle them appropriately, including actions such as applying suicide alertness and prevention skills, responding to overdose in accordance with established procedures, using first aid, assisting a client in accessing drug checking services, and assisting a client in accessing overdose prevention services.
- Documents and updates all relevant information about care and procedures to achieve patient/ resident/client safety and comfort according to CCH policy and procedure.

Created: February 3, 2025

Amended:

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- Assists in the orientation and sharing of information with new staff, students, and other multidisciplinary team members.
- Participate in continuous quality improvement and program evaluation activities, education sessions, team conferences, meetings, and committees.
- Maintains a safe environment for patient/resident/client, significant others, and staff by adhering to established safety policies, standards, and procedures, including emergency procedures and infection control guidelines. Reports unsafe conditions and malfunctioning equipment.
- Performs other related duties as assigned.

### QUALIFICATIONS:

#### Education, Training, and Experience:

- Registered Nurse Practitioner certification in good standing with the BC provincial regulatory body.
- Minimum of 2 years of clinical experience as a Nurse Practitioner is preferred.
- Experience with telehealth or virtual care preferred.
- Strong clinical assessment and diagnostic skills.
- Excellent communication and interpersonal skills.
- Proficiency in using electronic health record (EMAR) systems.
- Commitment to patient-centered care and ethical practice.
- Experience working independently and as part of a virtual healthcare team.

#### Skills and Abilities:

- Ability to communicate and collaborate with patients/clients/residents and families about health findings, diagnosis, treatment, self-care, and prognosis.
- Ability to collaborate, consult with, and formally refer patients/clients/residents to physicians and other health professionals when appropriate.
- Ability to critically assess and evaluate health research literature to determine best practices and ability to introduce education and evidence-based research.
- Ability to assess and recognize population health trends with the ability to plan and implement strategies for population-based prevention and health promotion
- Ability to implement and evaluate planned change.
- Ability to supervise others and evaluate the care they deliver.
- Ability to lead a team and work within a team.
- Ability to self-direct, interact, and adapt effectively with other professionals in complex, dynamic situations.
- Ability to transfer knowledge, teach, coach, and mentor others.
- Ability to identify and respond appropriately to legal and ethical issues that may arise in patient/client/resident care.
- Ability to self-assess performance and assume responsibility and accountability for own professional development, educational or consultative assistance when appropriate.
- Physical ability to carry out the duties of the position.
- Preference will be given to **Indigenous applicants** as per Section 41 of the BC Human Rights Code