



NURSE PRACTITIONER – CORE CARE TEAM – 074-24-3
Primary and Clinical Care Services, Health Services
Full-Time

Applications will be received by Six Nations of the Grand River and Grand River Employment & Training (GREAT) up until 4:00 p.m. EST, Wednesday, **May 8, 2024**, for the **Nurse Practitioner – Core Care Team with Primary and Clinical Care Services, Health Services Department**. The Six Nations of the Grand River Application for Employment Form, Job Posting and Job Description are available for printing from the www.greatsn.com website. Online applications accepted through <https://www.vscyberhosting.com/sixnations/>. **NO LATE APPLICATIONS ACCEPTED.** **Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community.**

JOB SUMMARY: The Nurse Practitioner – Core Care Team reports to and receives functional and direct supervision from the Manager of Primary Care Services which includes matters pertaining to the policies and procedures of Six Nations Elected Council.

PURPOSE & SCOPE OF THE POSITION:

The NP will function as a member of the Core Care Team within our Primary Care clinic at Six Nations of the Grand River. The NP role is a multifaceted role crucial to the success of our innovative primary care model. Our model is dedicated to hearing the voices and stories of our people to provide a holistic approach through physical, mental, emotional, and spiritual wellness. The Nurse Practitioner (NP) delivers comprehensive care to individuals across the lifespan, families, and the community, focusing on health promotion, patient education, and disease prevention within the Core Care Team and Primary Care Services. The NP fulfills primary care responsibilities and actively contributes to the planning, execution, oversight, and assessment of programs and services for individuals, families, and the community served by the Primary Care Team. Our foundation ensures the delivery of culturally sensitive, high-quality healthcare services that align with the unique needs and values of the Six Nations of the Grand River community. The NP plays a pivotal role in providing clinical care alongside the core care team, pursuing collaboration among healthcare professionals, and promoting the integration of healthcare services across various domains.

Type	Full Time
Closing Date	May 8, 2024
Hours of Work	35 hours per week
Wage	\$120,000 - \$128,206 per annum

Six Nations Elected Council is an equal opportunity employer and will seek to accommodate the needs of individuals with disabilities in a manner that most respects their dignity. All candidates are encouraged to apply. Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community. Based on the need to provide qualified professional services, only those applicants meeting the minimum requirements will be invited for an interview.



*A competitive compensation package will be offered commensurate with qualifications. *

BASIC QUALIFICATIONS:

Minimum Requirements:

- Bachelor's degree in Nursing with Extended Class Certificate (Nurse Practitioner) from an accredited university.
- Active registration with the College of Nurses of Ontario, with membership in the Registered Nurse Practitioner Association of Ontario strongly recommended.
- Demonstrated commitment to ongoing professional development, with evidence of continuing education focusing on advanced clinical nursing practice skills relevant to Primary Health Care, such as completion of a Nurse Practitioner Certificate or Outpost Nursing Diploma.
- Minimum of 3 to 5 years of diverse nursing experience, including a minimum of two years in primary health care. This experience should encompass working with individuals across the lifespan and addressing a spectrum of health needs, from wellness to illness.
- Proven track record in program development and implementation, particularly in the context of health promotion and illness prevention initiatives.
- Previous involvement in administrative tasks and proficiency in Electronic Medical Records systems.

Other Related Skills:

- Experience in cross-cultural settings is highly desirable.
- Proficient in current physical assessment and treatment methods.
- Comprehensive understanding of community-based healthcare.
- Excellent communication and interpersonal skills, with a proven track record of supervising and guiding staff to foster an efficient work environment.
- Demonstrated effectiveness in multidisciplinary teamwork.
- Skilled in consensus decision-making and conflict resolution.
- Highly motivated with strong organizational skills and basic computer proficiency.
- Capable of working independently and collaboratively within a multidisciplinary healthcare team.
- Proven ability to engage with First Nations people, communities, and organizations.

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SUBMISSION PROCEDURE: (Choose one method ONLY):

Method #1: Online

1. Please visit: <https://www.vscyberhosting.com/sixnations/> to access our job board and follow the directions to apply.
2. Please ensure all required documents are provided/uploaded with your application package, which include:
 - a. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
 - b. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
 - c. Copy of your education diploma/degree/certificate and transcript.
3. If you have any questions or need assistance please reach out to Eniola Owoso, HR Business Partner at 519-445-2223 ext. 5716 or via email at HRBP3@sixnations.ca.

Method #2: GREAT – Applications must include all of the following:

1. Printed, filled in and authorized Six Nations of the Grand River Application for Employment Form.
2. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
3. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
4. Photocopy of your education diploma/degree/certificate and transcript.
5. Place all documents listed above in a sealed envelope and mail to or drop off at:

Nurse Practitioner – Core Care Team – 074-24-3 - Full Time

c/o Reception Desk
Grand River Employment & Training (GREAT)
P.O. Box 69, 16 Sunrise Court
Ohsweken, Ontario N0A 1M0



POSITION DESCRIPTION – HEALTH SERVICES

POSITION TITLE: **Nurse Practitioner (NP)**

REPORTING RELATIONSHIP:

Reports to and receives functional and direct supervision from the Manager of Primary Care Services which includes matters pertaining to the policies and procedures of Six Nations Elected Council.

PURPOSE & SCOPE OF THE POSITION:

The NP will function as a member of the Core Care Team within our Primary Care clinic at Six Nations of the Grand River. The NP role is a multifaceted role crucial to the success of our innovative primary care model. Our model is dedicated to hearing the voices and stories of our people to provide a holistic approach through physical, mental, emotional, and spiritual wellness. The Nurse Practitioner (NP) delivers comprehensive care to individuals across the lifespan, families, and the community, focusing on health promotion, patient education, and disease prevention within the Core Care Team and Primary Care Services. The NP fulfills primary care responsibilities and actively contributes to the planning, execution, oversight, and assessment of programs and services for individuals, families, and the community served by the Primary Care Team. Our foundation ensures the delivery of culturally sensitive, high-quality healthcare services that align with the unique needs and values of the Six Nations of the Grand River community. The NP plays a pivotal role in providing clinical care alongside the core care team, pursuing collaboration among healthcare professionals, and promoting the integration of healthcare services across various domains.

KEY DUTIES & RESPONSIBILITIES:

1. Accountability:

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- A) The NP is to practice within the scope and according to the standards of practice as outlined in the following documents:
- College of Nurses of Ontario's "Practice Standards"
 - Nursing Act (1991) and
 - Regulated Health Professions Act (1991)
- B) As a primary care provider, to the clients by maintaining confidentiality and acting in an ethical and professional manner, in accordance with the professional code of ethics and in accordance with the policies of Six Nations of the Grand River Elected Council.

2. Responsibilities:

Assessment

- Conducts comprehensive health assessments within the scope of practice of the RN(EC), utilizing clinical judgment and synthesized data from various sources to diagnose and address health concerns in collaboration with the core care team.
- Engages clients to identify existing and potential health issues, focusing on cultural, lifestyle, psychological, sociocultural, and environmental factors affecting health, either personally or by referral to other healthcare professionals and services.
- Encourages clients to take an active role in their health by involving them in identifying risk factors, setting health goals, and selecting interventions for disease prevention and treatment.
- Collaborates with physicians and specialists as outlined in the RN(EC) scope of practice and medical directives approved by Six Nations Primary Care Services.
- Collaborates with the core care team members to facilitate case management and care pathways to manage chronic illnesses across the continuum of care.
- Orders and interprets screening and diagnostic laboratory tests and diagnostic imaging as appropriate within the scope of practice.
- Maintains accurate and timely client records to facilitate continuity of care.

Treatment/Management/Planning

- Provides advanced nursing care, including pharmacological and complementary therapies, to address health issues.
- Monitors and adjusts therapy for clients with chronic stable illnesses using pharmacological, complementary, or counseling interventions.



- Prescribes medications within the RN(EC) scope of practice.
- Develops individualized care plans in collaboration with clients, family caregivers, and core care team members.
- Implements health promotion and disease prevention strategies for individuals, families, and communities.
- Integrates client information to identify broader health implications for families and the community.
- Utilizes community assessment data to identify needs and resources and develops, implements, and evaluates appropriate health programs.

Education/Advisory

- Educates clients about health resources, involves them in decision-making, and encourages them to take ownership of their health.
- Develops and delivers health education programs for clients and communities.
- Implements strategies for health promotion and disease prevention.

Referrals/Collaboration

- Collaborates with other healthcare providers to coordinate client care.
- Coordinates client care and collaborates with team members.

Organizational Role

- Maintains current knowledge of organizational policies and procedures.
- Contributes to organizational efficiency and goal attainment.
- Prioritizes tasks and follows established procedures.
- Maintains confidentiality of client and personnel information.

Professional Development

- Pursues ongoing professional development to enhance skills and knowledge.
- Stays informed about new evidence-based practices in client assessment, treatment, and programming.
- Participates in interdisciplinary committees and projects for professional development.

Related Duties

- Demonstrates the values and philosophy of Six Nations Primary Care Services.



- Commits to lifelong learning and facilitates in-house and external education sessions.
- Assists with event planning and performs other duties as required.
- Participates in the supervision of student nurses by providing orientation, setting up schedules and conducting individual teaching with shared client contact;
- Provides support for the Six Nations Emergency Measures Plan by ensuring awareness of the Emergency Measures Plan and assistance as instructed by the Director of Health Services.

WORKING CONDITIONS:

- Working has a high profile, extensive public contact and is subject to deadlines and interruptions.
- Work may at times be subject to unscheduled hours.

WORKING RELATIONSHIPS:

With the Manager of Primary Care and/or designate

Receives direction, guidance, encouragement; discusses plans and priorities regarding Primary Care initiatives

With Other Staff

Promotes professionalism, courtesy, co-operation and teamwork with all staff.

With the Public

Represents and promotes the values, vision and mission of the Primary Care Team within the Six Nations community; works in a courteous, positive and proactive manner; provides information and advice.

With External Agencies:

Represents and promotes of the Primary Care Team interests relative to Health Services: seeks to develop sound, professional working relationships.

Minimum Requirements:

- Bachelor's degree in Nursing with Extended Class Certificate (Nurse Practitioner) from an accredited university.
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- Demonstrated effectiveness in multidisciplinary teamwork.
- Skilled in consensus decision-making and conflict resolution.
- Highly motivated with strong organizational skills and basic computer proficiency.
- Capable of working independently and collaboratively within a multidisciplinary healthcare team.
- Proven ability to engage with First Nations people, communities, and organizations.

IMPACT OF ERROR:

Errors in judgement and in the conduct of duties could lead to loss credibility, poor public relation, confusion, duplication of effort and misinformation being given to the Director of Health Services, Human Services Committee, Six Nations Elected Council, Government Agencies and the public.

CONTROL:

Guiding principles set by Health Services Department and Six Nations Elected Council. Works within the administrative policies and procedures established by the Six Nations



Elected Council for the Health Services Department and other legislation provided by the respective governments.

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