



CLINICAL LEAD 098R1-22-1
HOME & COMMUNITY CARE, 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, **June 29, 2022** for the Clinical Lead with Home and Community Care, 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 Clinical Lead reports to and works under the direction and supervision of the Family and Community Care Portfolio Lead, Six Nations Elected Council, which includes matters pertaining to the policies and procedures of Six Nations Elected Council.

The role of the Clinical Lead is to provide support to the coordination and delivery of culturally appropriate clinical services provided by the Home and Community Care Team. To provide clinical guidance for the provision of trauma-informed care in services that promote the harmonization of Western and Traditional Hodi:noshoni:/Rotinohnsion:ni knowledge.

Type	Full Time
Closing Date	June 29, 2022
Term:	Permanent
Hours of Work	35 hours per week
Wage	\$75,000-\$80,000

BASIC QUALIFICATIONS:

- Master's Degree in Regulated Health Profession and a member in good standing or eligible for membership with their regulated Health Professional College of Ontario
OR
- Bachelor's Degree in Regulated Health Profession and a member in good standing or eligible for membership with their Regulated Health Professional College of Ontario
OR
- Registered Nurse with College Diploma and a member in good standing or eligible for membership with the College of Nurses
- Demonstrated experience working in an inter-disciplinary team.
- Demonstrated leadership experience

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 Melissa Stefureak, Staffing Officer at 519-445-2223 ext 5727 or via email at recruitment@sixnations.ca.

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.

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:

Clinical Lead – Full Time – 098R1-22-1
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: Clinical Lead – Home and Community Care

REPORTING RELATIONSHIP:

Reports to and works under the direction and supervision of the Family and Community Care Portfolio Lead, Six Nations Elected Council, which includes matters pertaining to the policies and procedures of Six Nations Elected Council.

PURPOSE & SCOPE OF THE POSITION:

The role of the Clinical Lead is to provide support to the coordination and delivery of culturally appropriate clinical services provided by the Home and Community Care Team. To provide clinical guidance for the provision of trauma-informed care in services that promote the harmonization of Western and Traditional Hodi:noshoni:/Rotinonhsion:ni knowledge.

KEY DUTIES & RESPONSIBILITIES:

2. Technical Functions:

- Working knowledge of Regulated Health Professionals Act as well as profession specific regulations and standards.
 - Ensuring staff adhere to relevant legislation, standards and regulations for documentation, privacy and confidentiality, scope of practice, and ethics
 - Support team members to maintain client records in accordance with relevant regulatory college guidelines and practice standards established by Six Nations Health Services for documentation in the Electronic Medical Record
- Assist Program Managers and Supervisors with the onboarding of new team members
- Supporting clinical staff with the implementation of the Haudenauonee Wellness Model, trauma-informed care and using culture as foundation for the development of services and programs
- Supporting staff in the development and implementation of culturally appropriate client care plans to community members as required by:
 - Working with the Team Manager to determine caseload priorities
 - Appropriate use of interventions based on evidence informed practice and practice standards established by the respective regulatory colleges
 - Participate in program development and accreditation activities
- Supporting the implementation of inter-professional model of care within the team as well as with external organizations and their providers.
 - Coordination of inter-professional education for the team
 - Supporting intra-professional collaboration and communication for the team

- Be an active participant in the Esadatgehs (Quality) Committee, including participation and chairing as required associated working groups and subcommittees
- Be a Super User to support the Electronic Medical Record (EMR) Committee
- Participate in the Clinical Lead community of practice
- Provide clinical supervision to other staff of the Allied Health Team
 - Assist staff in problem-solving as needed (i.e. an ethical dilemma or client concern, incident reporting)
- Utilize culturally appropriate, evidence informed practice principles throughout care
- Comply with established safety precautions and standards, infection control procedures and aseptic and isolation techniques when indicated

3. Communications Functions:

- Maintaining/reviewing assigned case files by:
 - Ensure actual work performed is duly documented and placed in the EMR
 - Assist in the development and maintenance of service standards
 - Ensure staff safety while performing duties
- Attends staff meetings for multiple Home and Community Care programs
- Employs appropriate communication skills when interacting with clients, families and other staff
- Attend and chair case conferences and clinical rounds and provides input in order to coordinate care and optimize client outcomes
- Follows procedures for reporting hazardous conditions, equipment and incidents
- Ensures privacy is maintained in accordance with relevant regulations
- Provides appropriate advocacy for clients and families when necessary
- Communicates regularly with the Family and Community Care Portfolio
- Meets regularly with the Family and Community Care Portfolio Lead to provide updates on program team functions, quality improvement projects and program updates

4. Administrative Functions:

- Planning weekly itinerary and completing monthly work reports and statistics
 - Follow established reporting procedures as laid out by the program
 - Complete necessary monthly report forms and ensure relevant statistics are maintained as required
 - Coordinate and schedule clinical activities
- Support the program development and evaluation process
 - Review service policy and procedures manual, work plans and job descriptions annually
 - Develop, maintain and create reports for clinical indicators in collaboration with the Family and Community Care Portfolio Lead, Team Manager and Supervisors and program staff
- Support the Family and Community Care Portfolio Lead in preparing and reviewing quarterly statistics and financial reports

5. Other Functions:

- Performs other job related duties as may reasonably be required by the Family and

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.

Community Care Portfolio Lead

- Supports the portfolio in human resource processes as required
- Provides supervision of students and volunteers
 - Ensures preceptors follow established College guidelines for the supervision of students
 - Provides direct on-site supervision of the student/volunteer as stipulated in the supervision guidelines
 - Ensures providers obtain appropriate consent from clients before allowing a student/volunteer to participate in the care of an individual
- Provides support to the Six Nations Emergency Measures Plan by ensuring awareness of the Emergency Measures Plan and assistance as instructed by the Director of Health Services.
- Attending and participating in committees or working groups as required

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 and out of office sessions.

WORKING RELATIONSHIPS:

With the Team Manager

Receives direction, guidance, encouragement; discusses plans and priorities.

With Other Staff

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

With External Agencies

Represents and promotes Six Nations interests relative to health services; maintains awareness of legislative policy and program changes; seeks to develop close working relationships.

With the Public

Represents and promotes the health services interests of Six Nations; works in a courteous, co-operative positive and proactive manner, provides information and advice.

KNOWLEDGE AND SKILLS:

Minimum Requirements:

- Master's Degree in Regulated Health Profession and a member in good standing or eligible for membership with their regulated Health Professional College of Ontario
OR
- Bachelor's Degree in Regulated Health Profession and a member in good standing or eligible for membership with their Regulated Health Professional College of Ontario
OR
- Registered Nurse with College Diploma and a member in good standing or eligible for membership with the College of Nurses
- Demonstrated experience working in an inter-disciplinary team.
- Demonstrated leadership experience

Other Related Skills:

- Good knowledge of the Six Nations Community and the importance of culture as foundation and trauma-informed care
- First Aid and CPR certified preferred
- Strong organizational and time management skills
- Familiar with Electronic Medical Record systems
- Strong interpersonal, verbal and written communication skills.
- Understands the importance of Confidentiality
- Ability to work with tact and discretion.

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.