



Employment Opportunity

The First Nations Health Authority (FNHA) is dedicated to transforming health services for First Nations and Aboriginal people in BC.

The FNHA and its employees are committed to a proactive and holistic approach to health and wellness for our communities and our staff. Our services are sustainable and honour and integrate the customs and traditions of BC First Nations.

NURSE IN CHARGE

***VARIOUS LOCATIONS – PERMANENT AND/OR TEMPORARY,
VACANCIES (NURSING STATION- FULL TIME,
RESOURCE TEAM- PART TIME)**

As the Nurse in Charge, you will provide leadership to a comprehensive range of core nursing functions and services in a First Nations community, in program areas of community/public health and primary care. You will promote and maintain the health of individuals, family groups, communities and populations that value the principles of primary health care and focus on promoting health, preventing disease and injury, protecting population health. As required, you will focus on curative, urgent and emergent care, rehabilitation and supportive or palliative care.

When you submit an application for this selection process, you will be applying in anticipation of future vacancies rather than for a specific position (i.e. you are applying to be included in a pool of candidates). Applicants who meet the required qualifications may be contacted and referred for consideration. Referrals will be made on an ongoing basis. Candidates must meet required qualifications in order to be appointed to a position.

This position reports to the Resource Team Leader or Manager, Area/Zone Nursing Programs.

* Nursing Stations are located in the following communities: Telegraph Creek, Hartley Bay, Kitkatla, Klemtu, Anahim Lake, Fort Ware and Port Simpson

For more complete position information please visit:

FIRST NATIONS HEALTH AUTHORITY

WORK WITH US

We are driven by our common values of respect, discipline, relationships, culture, excellence, and fairness. We cultivate and value our partnerships that help us to achieve our shared vision of healthy, self-determining and vibrant BC First Nation Children, Families and Communities.

*Wish to have more than just a job?
Consider joining the FNHA.*

TO APPLY:

Please email or fax your Cover Letter & Resume as 2 separate documents named in the following format

*Last Name, First Name – Cover Letter
Last Name, First Name - Resume*
to

Email: careers@fnha.ca
Confidential Fax: (604) 913-6135

Please include in the subject line of your email: “Nurse in Charge” and “Self-Identified” if you are self-identifying as First Nations or Aboriginal.

Please indicate in your cover letter where you initially became aware of the position

The First Nations Health Authority is committed to respecting diversity within our workforce and specifically to increasing the number of First Nations and Aboriginal employees within our organization. We ask that all First Nations and Aboriginal applicants self-identify by indicating that you are First Nation or Aboriginal in the subject line of the email that accompanies your application package. Please note that preference may be given to qualified First Nations and Aboriginal applicants in our hiring processes.

JOB PROFILE

TITLE: Nurse in Charge, Health Services

ORGANIZATION SUMMARY

The First Nations Health Authority (FNHA) and its employees are committed to a proactive holistic approach to health and wellness and are committed to the delivery of services which are sustainable and honour the customs and traditions of First Nations communities.

POSITION SUMMARY

As the Nurse in Charge, you will provide leadership to a comprehensive range of core nursing functions and services in a First Nations community, in program areas of community/public health, primary care and home care. You will promote and maintain the health of individuals, family groups, communities and populations that value the principles of primary health care and focus on promoting health, preventing disease and injury, protecting population health. As required, you will focus on curative, urgent and emergent care, rehabilitation and supportive or palliative care.

REPORTING RELATIONSHIPS

This position reports to the Resource Team Leader or the Manager, Area/Zone Nursing Programs

ACCOUNTABILITIES:

- Recognize the importance of First Nations cultural identity as part of a healthy, balanced lifestyle for individuals within a community
- Understand and respect First Nations cultural principles and protocols and is able to apply this understanding in work situations
- Manage, plan, implement, deliver and evaluate community/public health, primary care and home care programs and services for a health care facility in a First Nations community and ensures nursing care and practice standards are being implemented in the delivery of these programs and services
- Provide professional support, leadership, mentoring, advice on policy, practice and programs and direct supervision to First Nations Health Authority nurses and health care and administrative employees in a health care facility in a First Nations community including assignment of duties and assessment of quality of work
- Provide professional support, advice, assistance and consultation on all nursing matters to First Nations leadership, community employed nurses and communities to build capacity
- Apply and utilize key nursing knowledge and critical thinking to choose options and to plan, implement and evaluate programs and interventions to address health issues, taking into account relevant evidence, legislation, and regulations and policies

- Collect, assess, analyze and apply information from various data sources to make evidence informed decisions for nursing services, assessment of health needs, program planning, and priority setting for the community with individuals, families, groups and community leadership and interprets information for professional, non-professional and community audiences
- Use evidence and research to influence health policies, programs and practices and synthesizes nursing and health knowledge from a broad range of theories, models and frameworks to address the health status of populations, inequities in health, determinants of health, strategies for health promotion, disease and injury prevention, health protection, case management, as well as the factors that influence the delivery and use of nursing and health services
- Advocate for public policy and services that promote, and protect the health and well being of individuals, families, groups and communities

Involve individuals, families, groups, and communities as active partners to take action to address health inequities and foster a self management care approach for chronic conditions

Build capacity, improves performance and enhances the quality of the working environment by sharing knowledge, expertise and experience with colleagues, students, First Nations and other members of the health team

Lead and participate in collaborative, interdisciplinary and intersectoral partnerships to enhance the health of individuals, families groups and populations in First Nations communities

Manage the health facility team engaged in the delivery of integrated community health programs. Assessment of community health needs, coordinate, schedule and assign work, authorize leave and set priorities, monitor the work, manage and evaluate performance and initiate or take corrective action, initiate requests for staffing, resolve staff relations and the local level and recommend corrective actions, advise on professional development, recommend training, establish and promote a safe and healthy work environment, inform employees of health requirements at the worksite

Establish and promote a safe and healthy work environment and informs community health nurses and other health unit staff of health and safety requirements at the work site

Provide professional guidance and advice to First Nations health program managers and community employed health care staff relating to community health programs

Chair and facilitate meetings or committees involving other health facility staff, colleagues, managers and other professionals in the community

Collaborate with visiting health professionals, such as Environmental Health Officer, Dental therapists, in the treatment of clients and promoting health education to First Nations communities

Develop and foster inter-agency and professional networks to support community capacity building and facilitate service delivery integration and the provision of educational resources to communities i.e. regional health authorities, provincial health organizations etc

QUALIFICATIONS

Education:

- Bachelor's degree in nursing from a recognized university
- Certified Remote Practice designation (CRNBC) is an **asset**
- Possession of a First Nations Health Authority certificate in Northern Clinical Training Program, Outpost Nursing Program or equivalent combination of education, training and/or experience is an **asset**
- Recent training in conflict management is an **asset**

Occupational Certification:

- Current registration as a registered nurse in British Columbia
- Basic Life Support Certification Level C
- Trauma Nursing Core Course is an **asset**
- Pediatric Trauma Life Support is an **asset**
- International Trauma Life Support is an **asset**
- Communicable Disease Control is an **asset**

Experience:

- Significant experience as a nurse in settings such as acute care and/or emergency care
- Experience in advanced clinical assessment skills and clinical decision making
- Experience delivering health or social services in a First Nations Setting is an **asset**
- Experience working in a rural or remote health care setting is an **asset**
- Experience delivering community/public health programs is an **asset**
- Experience leading nursing or health projects, programs or service delivery teams such as those found in hospitals or public/community setting is an **asset**

Knowledge:

- Knowledge of community health nursing practices
- Knowledge of nursing ethical code and standards of practice
- Knowledge of current First Nations health issues
- Knowledge of the common acute, chronic and emergent health conditions
- Knowledge of adult learning methods and practices

Abilities:

- Ability to plan, coordinate, deliver and evaluate community health programs or services
- Ability to adapt nursing programs/services to meet local community needs and to ensure cultural safety and sensitivity
- Ability to invest in partnerships
- Ability to make clinical decisions with appropriate consultation in regards to further referral, or to give necessary care and appropriate health education for common health conditions
- Ability to communicate orally and in writing
- Ability to supervise staff including nursing practice
- Ability to manage the operations of a nursing station

Training (Required):

- Candidates and appointees to nursing positions will be provided with training in areas such as clinical skills and community health should they require as well as upgrading and/or re-certifications on an on-going basis. Training courses may be for a few days or up to four (4) months and may require an extended absence from the residential and/or work location. Appointees must be willing to undertake such training as it is scheduled. Training/learning plans will be prepared on an individual basis according to the experience, education and/or learning needs of the individual. In particular, nurses employed by FNHA are also expected to meet those competencies specified by the College of Registered Nurses of British Columbia (CRNBC). These requirements for 'certified practice' in accordance with the CRNBC must be met as soon as possible.

Security and Reliability (Required):

- Reliability Status security clearance
- Medical Clearance is required
- Possession of a valid driver's license or personal mobility to the degree associated with possession of a valid driver's license

Suitability:

- Confidentiality, judgment, effective interpersonal relationships, flexibility, dependability, respectful of diversity, professionalism, leadership and initiative.

Working Conditions (Required):

- Frequent travelling by vehicle over rough roads, by float or small plane, by boat or helicopter
- Assignment to health centers or nursing stations on an emergency bases and/or on short notice as required by management