

# EMPLOYMENT OPPORTUNITY

Women's College Hospital is the first and only independent, academic, ambulatory care hospital in Ontario with a primary focus on the health of women. If you're ready to be part of the future of healthcare, then you will want to join an institution in which the possibilities for creative innovation, breakthroughs in new thinking and groundbreaking work in academic ambulatory medicine are limitless. Women's College Hospital is committed to patient safety as a key professional value and an essential component of daily practice.

An exciting Regular Full-Time opportunity as an **Advanced Practice Nurse (4 positions) (Competition #76.18)** exists in the Family Practice Health Centre reporting to the Executive Director, Family Practice Health Team.

The Advanced Practice Nurse in Family Practice acts as the primary clinical point of contact for Family Practice patients and provides comprehensive and proactive assessment and care planning for patients within a primary care setting. The Advanced Practice Nurse will demonstrate leadership in the development, planning, implementation and evaluation of the WCH Family Practice programs utilizing an interprofessional, collaborative approach.

## **Summary of Duties, but not limited to:**

### **Clinical:**

- The APN ensures that a consistent, high quality, and evidence-based approach is used to provide patient care. Patients will receive care that is coordinated and navigated along the patient care path ensuring all information is available to them, their caregivers, and family members in a timely manner.
- Proactively coordinates care delivery and supports for family practice patients and acts as primary source of contact for patients and families/support person.
- Responsible for the assessment of patients' physical, social, and psychological needs; counsels, and educates family practice patients
- Partners with patient and families and/or supports, and other health care team members to provide continuity of care through the health care system
- Maintain the medical record alert system to recall patients for health promotion and disease prevention follow-up such as pap smears, mammograms, FOB testing, hypertension, and diabetes care.
- Perform panel management for subset of patients. Assess patient health care needs, discuss test results and respond to questions pertaining to health promotion and disease prevention. Redirect calls to booking when necessary.
- Facilitates internal or external referrals and partners with community and hospital based clinics to support and improve access to care
- Liaises with community agencies/social supports to ensure patients in community are receiving appropriate care and follow up; intervenes to address concerns when required
- Provide an educational role to patients, caregivers, families and colleagues in an environment that facilitates learning
- Develops patient teaching guides and other materials to support patients and their social supports
- Lead interdisciplinary groups to implement innovative patient care programs that address patient needs across the full continuum of care.
- Review medication in collaboration with the physician and pharmacist for therapeutic effectiveness, appropriate to patient needs and in accordance with evidence-based practice and practice protocols
- Work with patients in order to support compliance with and adherence to prescribed treatments
- Provide information and advice on prescribed or over-the-counter medication on medication regimens, side-effects and interactions
- Prioritize health problems and intervene appropriately to assist the patient in complex, urgent or emergency situations, including initiation of effective emergency care

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- Supports patients with the implementation of the health care plan including intervention and diagnostic testing

## **Leadership:**

- Acts as nursing leader for clinical teams
- Plans, coordinates, and facilitates meetings for nursing team to improve access to quality care
- Coordinates nursing and allied health student placements for the teams
- In collaboration with the manager, participates in performance reviews for nursing and health care assistants
- In collaboration with management, leads and participates in daily huddles for the team
- Role-model, consult, and educate nursing staff to improve nursing practice and thus improve patient outcomes.
- Working with the management, ensure the nursing team has access to and undertakes mandatory and statutory training requirements (i.e. Point of Care testing)
- Act as a clinical leader in the delivery of nursing services, ensuring that the needs of the patient are a priority
- Provide leadership in the development of evidenced-based policies, procedures and protocols, and best practice models/guidelines.
- Work collaboratively with the health care team in the development, implementation and monitoring of chronic disease management programs around key health issues such as cardiovascular disease, diabetes, mental health and geriatrics.
- Develop population profiles and conduct clinical inquiries to determine the need to change practice.
- Actively seeks out emerging research and literature in the field, and interprets, communicates and disseminates research and academic literature findings to support quality patient care and recommend practice change
- Collaborates on the development of program metrics to improve client, organization and system outcomes.
- Reviews data for program evaluation and makes recommendations for quality improvement. Takes a leadership role in the implementation and evaluation of quality improvement projects
- Takes a lead in the development, analysis and maintenance of policies and procedures, clinical guidelines, and innovative patient care supports in collaboration with internal and external stakeholders
- Promote a proactive role in system redesign to support safety for patients and staff.

## **Communication:**

- Enlist support and influence stakeholders and decision-makers in order to bring about new developments in the provision of services
- Contributes to nursing and health care system by disseminating evidence based primary care health knowledge and practice through formal and informal channels, including presentations and publications
- Enhances relationships among existing stakeholders and develops new partnerships
- Engages community members in program development ensuring integration in various decision making and problem solving strategies.

The responsibilities described above are representative and are not to be construed as all-inclusive.

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## **Qualifications/Skills:**

- Registered Nurse with the College of Nurses of Ontario in good standing
- Master's Degree in Nursing required; additional relevant certifications an asset
- Current Basic Life Support certification
- Minimum of five (5) years' experience practicing primary care nursing
- Specialized knowledge of one of geriatrics, mental health, cardiac, diabetes a strong asset
- Experience providing telephone nursing practice
- Recent leadership experience coupled with a high degree of professionalism and proven ability to work independently and within a multidisciplinary team
- Understanding of adult education strategies, teaching and learning principles, and advanced therapeutic communication techniques
- Ability to develop collaborative working relationships with a wide variety of internal and external stakeholders
- Excellent computer skills, specifically with Electronic Medical Records and the Microsoft Office Suite
- Must have excellent organizational, assessment, communication, counseling, and teaching skills
- Strong analytical abilities with knowledge and skill in critical thinking and decision-making
- Experience in research methodologies with demonstrated commitment to and continuing participation in research
- Proficient in the utilization of information technology and data management
- Experience working in an inter-professional team in a hospital setting preferred.
- Works effectively as a strong team player and able to work independently
- Ability to demonstrate empathy while remaining professional and respectful
- Demonstrated commitment to continuing education, professional growth and maintenance of clinical competency is required
- Professional behavior and communication that meets the standards of the professional regulatory college or association, as applicable, and the standards of Women's College Hospital
- This position plays a critical role in acting as an advocate for safety and will demonstrate principles, practices and processes that will optimize a safe environment for all

**POSTING DATE: March 28, 2018**

**Please forward resumes via email to [HR@wchospital.ca](mailto:HR@wchospital.ca) with your name and the competition number in the subject line. (Example: Jane Smith, 1.16)**

**We thank you for your interest, however, only qualified applicants who are selected to be interviewed will be contacted.**

*Women's College Hospital is a fully affiliated teaching hospital of the University of Toronto and is committed to fairness and equity in employment and our recruitment and selection practices. We encourage applications from Aboriginal peoples, people with disabilities, members of sexual minority groups, members of racialized groups, women and any others who may contribute to the further diversification of our Hospital community. Accommodation will be provided in all parts of the hiring process as required under our Access for People with Disabilities policy. Applicants need to make their requirements known in advance.*