

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 a **Primary Care Nurse Practitioner (Competition #207.17)** exists in the Bay Centre for Birth Control, reporting to the Director Primary Care and Health Equity.

The Primary Care Nurse Practitioner provides leadership and collaborates with the physician group and the interprofessional team to develop, implement, monitor and evaluate client, and community centered programs and services. The successful candidate will model, promote, facilitate and evaluate primary care clinical practices supported by the best evidence and quality improvement initiatives. The Primary Care Nurse Practitioner collaborates in the implementation of strategic plans, evaluation and programming in alignment with the program goals.

With a commitment to patient safety as a key professional value and an essential component of daily practice, the NP provides assessment, treatment and evaluation utilizing specialized knowledge as it applies to the promotion of sexual and reproductive health. The Nurse Practitioner role at the Bay Centre for Birth Control and Special Treatment Clinic supports clients by providing an in depth understanding of the complex emotions and conflicting moral and cultural values that surround abortion and sexual health care.

This position requires a solid communicator with excellent conflict management, negotiation, and computer skills; proven ability to maintain confidentiality and ethics and to interpret and evaluate information in order to make appropriate clinical decisions. The successful candidate will possess sound knowledge of health promotion and disease prevention strategies, clinical therapeutics, community health care programs, services, agencies and referral physicians; as well as knowledge and experience in applying clinical assessment skills to lead to improved health outcomes, preferably in a hospital, community or public health setting.

Summary of Duties, but not limited to:

The successful candidate will perform duties within the scope of practice of the RN (EC) including conducting complete and focused physical assessments, communicating health findings and diagnoses, prescribing treatments and medications, ordering laboratory tests, and diagnostic ultrasounds. As well, they will provide health education and counseling to patients related to identified health issues; and consult and collaborate with other professional staff concerning clinical issues, as appropriate.

Other duties require the incumbent to provide leadership, teaching and functional guidance to professional staff and other learners from the interprofessional group, including Family Medicine Residents RNs and Nurse Practitioners; participate in the development, implementation and evaluation of policies, procedures and protocols; develop and administer a health care plan appropriate to client needs, including advocacy and referral to healthcare and/or social agencies, among others.

- Provides comprehensive nonjudgmental sexual health assessment, education, treatment and follow-up including pregnancy options information and abortion care.
- Assesses the physical, mental and emotional status of clients; provides emotional support, crisis counseling and follow-up with a particular emphasis on responding to disclosures of intimate partner abuse.

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- Supports and facilitates Women's College Hospital's commitments to academic, research, teaching in an ambulatory care setting.
- Works collaboratively with nursing colleagues, physicians, allied health team, patient to provide integrative patient-focused care for patients of the Bay Centre team.
- Determines patient health care needs (in consultation with physician when required) through advanced history taking, physical examinations/interval assessments, and interpretation of diagnostic tests.
- Maintains accurate, complete electronic patient demographics and charts.
- Tracks Clinic statistics.
- Works in collaboration with the health care team, to facilitate patient flow.
- Acts as a consultant and resource to nursing administration, medicine, members of the health care team and external groups in the process of decision-making, strategic planning and problem solving.
- Use ongoing evaluation of needs assessment to develop/initiate/modify the health care plan.
- Determine and implement required diagnostic testing and initiate (adjust and / or discontinue) pharmacological and non-pharmacological therapies as defined by the College of Nurses of Ontario RN (EC).
- Maintains leading edge nursing knowledge based on clinical research and literature review; contributes to nursing knowledge base through active participation in research or as a lead investigator; incorporates research into practice and shares knowledge by presentation and/or publications.
- Supervises NP/RN, medical and other students in their clinical experience and evaluates performance.
- Implements and monitors clinical guidelines, educates staff regarding clinical guidelines and acts as a resource for related issues and problem solving. Recommends Clinical guideline revisions as required.
- Acts as a change agent by advocating for and implementing new initiatives.
- Supports the strategic direction of the hospital and the strategic plan of nursing by being actively involved in hospital program committees.
- As a role model and champion you will work to identify and integrate safe, best practices into daily activities to foster the delivery of safe and exemplary care.

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

Qualifications/Skills:

- Registered as an RN in the Extended Class with the Ontario College of Nurses
- Masters Degree in Nursing preferred
- Primary Health Care (PHC) Nurse Practitioner Certification
- Minimum one year experience in reproductive and sexual health care
- Two years primary care NP experience in a community and/or hospital setting, preferably in an underserved area, or public health settings preferred
- Current experience and demonstrated success as a Nurse Practitioner
- Demonstrated clinical leadership skills
- Strong analytical skills
- Demonstrated knowledge and skill in critical thinking and decision-making
- Strong MS Office application skills including Word, Excel and Outlook
- Experience with computerized EMR, preferred
- Ability to work well under pressure and use good judgment in assessing difficult situations
- Comprehensive knowledge of health care, practices, procedures and standards
- Excellent verbal and written communications skills
- Excellent organizational and time management skills that would complement well developed interpersonal skills, including the ability to handle multiple duties

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- Demonstrated commitment to and continuing participation in research
- Proven success in providing inspirational leadership in a team environment and ability to encourage innovation and creativity amongst team members
- Must have an excellent attendance record
- 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: October 20, 2017

Please forward resumes via email to HR@wchospital.ca with your name and the competition number 207.17 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.