

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** (Competition #335.18) as a **Nurse Practitioner** exists in the Crossroads Clinic, reporting to the Director Primary care & Health Equity.

The Crossroads Refugee Clinic provides clinical care to newly arrived refugee women and their families. As a member of health care team you will provide clinical expertise as the Nurse Practitioner for the clinic. This role is integral to ensuring that all refugees and their families have equitable access to the care and services of the Crossroads Clinic.

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.

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:

- Works collaboratively with nursing colleagues, physicians, allied health team, patient/family to provide integrative patient-focused care for patients of the Crossroads Clinic
- 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
- In collaboration with the health care team, facilitates patient flow and access to primary health
- Uses ongoing evaluation of needs assessment to develop/initiate/modify the health care plan
- Determines and implements required diagnostic testing and initiates (adjust and/or discontinue) pharmacological and non-pharmacological therapies as defined by the College of Nurses of Ontario RN (EC)
- Effectively develop therapeutic relationships to assist in the assessment and management of mental health conditions in newly arrived refugees
- Conducts critical analysis of current research focusing on patient care and women's health as it relates to the refugee population
- Develops and /or utilizes appropriate assessment instruments to measure clinical outcomes and/or other components of the Crossroads Clinic
- 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

EMPLOYMENT OPPORTUNITY

- 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:

- Master's Degree in Nursing
- Registered Nurse with current Nurse Practitioner Certification
- Must demonstrate an in-depth understanding of health issues for refugees and new comers
- One year experience working as a Nurse Practitioner in a hospital or community health care setting
- Experience working with local or overseas high needs communities would be an asset
- Experience working with a diverse patient population including refugees and new comers to Canada
- The ability to speak one or more of the following languages is strongly preferred (Spanish, Urdu, Arabic, Farsi, Hungarian, Amharic, Sudanese, Trigrinian, and Korean)
- One year experience in reproductive and sexual health care, an asset
- 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 is ideal
- 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 compliment well developed interpersonal skills, including the ability to handle multiple duties
- 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

POSTED: Friday December 7, 2018

Please forward resumes via email to 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.

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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.