

POSITION TITLE: Registered Nurse
JOB REPORTS TO: Program Manager and/or Director of Operations
LOCATION: Carleton Place (primary) and Almonte (as required)
FULL TIME EQUIVALENT: Full Time
DATE CREATED: June 2023
APPROVED BY: Director of Operations

JOB SUMMARY:

The Registered Nurse will work collaboratively in a multidisciplinary team providing comprehensive community nursing with a focus on health promotion, disease prevention, client education and chronic disease management to clients of the Ottawa Valley Family Health Team (OVFHT).

RESPONSIBILITIES:

- Provides community nursing within the scope of practice of Registered Nurse as outlined in the College of Nurses of Ontario's Practice Standards, including assessments, education, treatment, and follow-up.
- Triage and assesses patients to identify appropriate nursing interventions.
- Provides care in accordance with OVFHT medical directives.
- Provides care to healthy individuals of all ages and their families, placing an emphasis on health promotion and disease prevention.
- Delivers OVFHT programs and services in collaboration with multidisciplinary team.
- Supports patients and families to take increased responsibility for their health by involving them in risk factor assessment, goal setting and health promotion.
- Participates in the development, planning and evaluation of programs, services, and educational materials of the OVFHT.
- Develops and discusses appropriate individual care plan with the client based on best practices and guidelines in coordination with care team.
- Collection of data as required for statistical/reporting purposes.
- Observe, collect, and record patient data in an Electronic Medical Record.
- Maintains confidentiality of team, personnel, and patient information.
- Facilitates appropriate in-services and external education sessions.

PROFESSIONAL DEVELOPMENT:

- Maintains and develops professional competence through ongoing professional development.
- Stays current and aware of opportunities to implement new, evidenced-based methods of patient assessment and treatment.

- Participates in self-directed learning to ensure that practice remains relevant by attending professional conferences, e-learning, and journal reviews.
- Participates in clinical projects/studies and interdisciplinary meetings as required.

SKILLS:

- Knowledge and understanding of the Canadian and Ontario healthcare systems.
- Clinical experience as an RN within an interdisciplinary team.
- Communicates effectively with all patients, families, peers, and other health care professionals. The ability to share information and teach while treating a patient.
- Knowledge and proficiency in current evidenced-based methods and practices of primary care delivery, with an emphasis on health promotion and risk reduction.
- Excellent organization, evaluation, time management, communication, and interpersonal skills.
- Proficiency in the use of computer hardware and software.
- Excellent verbal and written communication skills.

PHYSICAL AND MENTAL DEMANDS:

- The position requires minimal physical effort, and the workday comprises roughly of equal amounts of standing and sitting.
- This position may involve routine exposure to persons with contagious or infectious illnesses and requires constant attention to infection control procedures.
- The RN may occasionally be exposed to highly emotional or violent patients and may occasionally need to relay upsetting diagnoses to patients or to deal with those who are terminally ill.
- An ability to exhibit critical thinking and deductive reasoning is vital. The RN will have competing priorities and must be able to prioritize and balance many tasks and responsibilities.

QUALIFICATIONS/EXPERIENCE:

- Baccalaureate of Science in Nursing required. Master of Science in Nursing preferred.
- Current registration with the College of Nurses of Ontario required.
- Current membership with RNAO preferred.
- Demonstrated experience in multidisciplinary Community and/or Primary Care Setting
- Dependability, reliability, and the ability to work under pressure and meet deadlines.
- Ability to work in compliance with staff and patient safety practices, policies, and procedures.
- Computer literacy: EMR (Practice Solutions), Microsoft Office Suite
- Basic CPR certification.

ACCOUNTABILITY:

- The RN is to practice within the scope and according to the standards of practice as outlined in the College of Nurses of Ontario.

PERFORMANCE EVALUATION AND COMPETENCY FEEDBACK:

Competency performance levels will be defined on an annual basis during a formal employee performance evaluation process. The Program Manager will develop these annual reviews. Evaluations of performance will be justified both quantitatively and qualitatively through examples of regularly occurring behaviors. Informal and semiformal feedback will be continually provided throughout the year between the direct supervisor and incumbent.

Please submit your letter of interest and resume by Friday June 16, 2023, by email to Lindsay Nicholas, Program Manager at lnicholas@ovfht.ca if you are interested.