



## Employment Opportunity

REACH Community Health Centre, Vancouver, BC.

**Position:** Registered Nurse

**Positions:** 1, Short Term

**FTE:** .8

**Experience/Specialty:** 5 years experience in a variety of settings.

**Compensation:** Starting from \$35/hour, dependent on experience.

**Closing Date:** January 15<sup>th</sup> 2018.

Established in 1969, REACH is a non-profit community health centre in East Vancouver dedicated to providing high quality integrated health care to its ethnically, culturally, and socially diverse area residents. REACH is pro-choice and lesbian gay bisexual transgendered and queer (LGBTQ) friendly. REACH has an interdisciplinary approach to its dental, medical and cultural programs and provides a wide range of programs and services. The organization values and facilitates the participation of all personnel in the decisions which affect them. The Medical Clinic is staffed by a team of physicians, nurses, and allied care providers as well as support staff. They encourage patients to be active participants in their health as well as to take responsibility for their own health status. The ongoing education of medical personnel is an important aspect of the clinic's responsibility to the community.

### Position Summary

The primary care nurse cares for families and individuals across the lifespan. This includes health promotion, screening and assessment, counselling and education, and treatment and for minor and acute illnesses within the nursing scope of practice. The primary care nurse is expected to be able to work independently and work within the standards, limits, and conditions determined by relevant legislation and the College of Registered Nurses of British Columbia (CRNBC); and the limits of the nurse's individual expertise. The nurse is expected to consult with a doctor when appropriate. It is important that the primary care nurse be willing and interested in working collaboratively as part of the interdisciplinary team at REACH; be committed to the goal of improving the health of people living in the community; and adhere to the REACH code of ethics. The nurse reports to the Clinic Manager and is to follow protocols and procedures as set out by the clinic manager. The nurse will always act within scope of practice as set out by the CRNBC.

### Responsibilities

The primary care nurse will provide episodic and ongoing care to REACH patients. Examples of duties and responsibilities may include but are not limited to:

- Well child care including routine, assessment of growth and development and family support.

- Well woman care eg: paps, breast exams, contraception counselling, prenatal care, pregnancy tests, and counselling, (to include abortion referral if requested).
- Opioid Replacement Therapy support.
- With CRNBC certification: assess, diagnose and treat sexual transmitted infections and provide contraceptive management as per CRNBC guidelines and relevant decision support tools.
- With Certification, assessment, diagnosis and treatment of specific acute and minor illnesses in adults and children in accordance with CRNBC guidelines and decision support tools for remote practice.
- Assisting front desk staff with triaging acuity of patient visits.
- Supportive counselling for patients in crisis; referrals as needed to appropriate community resources.
- Screen for concerns with mental health and addictions, refer as appropriate, provide take home narcan training
- Preventative care e.g.: adult and childhood immunizations, screening and treatment of STIs, basic nutritional counselling and smoking cessation, support for healthy lifestyle modifications, and assessment of readiness for change, breast and colon cancer screening.
- Chronic disease management in conjunction with the team.
- Advocacy for patients as needed.
- Teaching nursing or medical students.
- Referral to community programs/support services as needed.
- Documentation using electronic medical records.
- Participation in related staff meetings and committees
- It is expected the primary care nurse will consult with a doctor at any point in the patient's care when the nurse approaches his/her limits of scope of practice or individual competence.

### **Qualifications**

This position requires the following qualifications:

- Bachelor of Science in Nursing.
- CRNBC Certified practice with experience working in an independent practice.
- CRNBC practice certification.
- CRNBC remote practice preferred (first call minimum accepted).
- Current CPR-HCP.
- Public health experience in immunizations mandatory.
- Adult and child immunization competency as per BCCDC
- Significant nursing experience (minimum five years) in a variety of settings.
- Experience with mental health and addictions an asset.
- Current registration with CRNBC.
- Ability to work both independently and collaboratively within an interdisciplinary team. Must have strong critical thinking skills.
- Commitment to the concept of the Community Health Centre as an effective means of achieving comprehensive health care.

- Ability to communicate effectively with patients, co-workers and community.
- Ability to work in a respectful way with a wide range of patients.
- Desirable: experience working with marginalized populations (mental health and addictions, poverty, vulnerable youth, etc...)
- A second language is an asset
- LGBTQ friendly
- Pro-choice

## **Competencies**

### *5.1 Client Focus*

Develops and maintains effective working relationships with clients based on trust. Actively supports the interests of the client by making choices and setting priorities to meet their needs.

### *5.2 Commitment to Continuous Learning*

Aware of the ongoing and evolving needs of the organization and find new and innovative solutions which can be used to ensure continued success of the organization. Such methods of continuous learning may include using current knowledge, keep abreast within field of expertise, and learn about other areas by utilizing knowledge of colleagues and stakeholders.

### *5.3 Decision Making*

Participate in a democratic decision making process whereby effective and inclusive approaches are used to choose a course of action, develop solutions, and reach conclusions.

### *5.4 Communication*

Shares information in order to keep the group, department, organization, or client up-to-date on any actions taken.

### *5.5 Empowerment*

Instill a deep sense of ownership and commitment by sharing responsibility with other individuals and groups by expressing positive expectations, delegating routine tasks, demonstrating trust and encouraging others.

### *5.6 Initiative*

Identify a present or future problem or opportunity and take appropriate action. Anticipate situations and act to create opportunities/avoid or minimize problems that are not obvious to others.

### *5.7 Organizational Commitment*

Demonstrate willingness to align behaviour with that of the organization by behaving professionally, actively supporting the organization including participating whenever and wherever possible.

#### *5.8 Problem Solving*

By using the ability to analyze problems systematically, organize information, identify key factors, identify underlying causes and generate and explore different solutions.

#### *5.9 Teamwork and Cooperation*

Able to work effectively and collaborate with diverse groups, teams and departments in order to achieve both group and organizational goals. It includes having a desire and ability to understand others who may have differing views and backgrounds, responding in a positive and constructive manner, soliciting input, encouraging others, and building team spirit.

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Please submit resume and cover letter to Devika Krishnan, Administrative Assistant by email ([dkrishnan@reachcentre.bc.ca](mailto:dkrishnan@reachcentre.bc.ca)). We are grateful for your interest but only qualified candidates selected for an interview will be contacted.