



HEALTH SERVICES EMPLOYMENT OPPORTUNITY

Swan Lake First Nation
Box 368, Swan Lake, MB ROG 2S0



POSITION:	Nurse Practitioner (NP), CRNM	Department:	Health
Term:	Full-Time	SALARY:	TBD
Reports to:	Health Director	Close Date:	Open until filled

Position Summary:

As part of the Swan Lake Health Care team, the Registered Nurse Extended Practice (NP) applies current nursing and medical theory to the provision of care, autonomously ordering and interpreting diagnostic tests, pharmacologic agents and performing minor invasive procedures and in the implementation of strategies to promote health and prevent illness and exercises proficiency in planning, implementing and evaluating complex care.

The NP applies current/relevant nursing and medical theory to allow for the contribution of knowledge, development and involvement in advancing the principles of primary health care. The incumbent also demonstrates competency to teach and mentor others and models collaborative practice.

The incumbent will exercise the appropriate level of initiative and independent judgment in determining work priorities, work methods to be employed and action to be taken on unusual matters. The position functions in a manner that is consistent with the mission, vision and values; and the policies Swan Lake Health Centre

Duties and Responsibilities:

- Performs advanced comprehensive and focused health assessments. Synthesizes health assessment information and uses critical thinking and decision-making to identify health concerns and risks, normal and abnormal states of health, and formulate differential diagnoses
- Orders appropriate screening and diagnostic
- Determines and prescribes treatments based on theory and evidence-based practice for the specific client population and assists clients to incorporate treatment plan into their daily lives
- Continually monitors, with clients, the response to the chosen plan of treatment and makes adjustments as indicated Uses sound clinical reasoning skills and established outcome criteria to evaluate initial and ongoing outcomes of the plan of care, including consultation/referral, and revises plan of care based on findings of evaluation
- Documents clinical care in a timely, accurate and relevant manner
- Applies principles of pharmacology in selecting and prescribing drugs as part of treatment plan.
- Uses health teaching principles when prescribing, educating, and supporting clients in recommended drug use
- Carries out advanced therapeutic interventions, such as minor surgical and invasive procedures, essential for clinical management.
- Coordinates and facilitates care by liaising with other health care providers, agencies, and community resources
- Provides counselling and education to clients and their families
- Demonstrates cultural competence, making resources available to those from diverse backgrounds
- Recognizes the ethical issues inherent in the delivery of health care and facilitates client decision-making about their health
- Acts as a clinical expert/resource to establish, maintain and improve clients' care delivery
- Demonstrates expert skills in the formal and informal consultation with nursing and all disciplines
- Provides specialized knowledge regarding clients/families' problems and practice issues through consultation with physicians, nurses and other members of the health care team, clients, and their families



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- Determines the need for health promotion and primary and secondary prevention strategies for individuals, families and groups and implements same
- Collaborates with clients, interdisciplinary teams, and community members in assessing health promotion and illness prevention needs of clients, families, and community outcomes
- Uses a population health and community development approach in planning, developing, and implementing Health promotion and illness prevention, and health management strategies/programs

Required Knowledge, Skills, and Abilities:

- College of Registered Nurses of Manitoba Standards of Practice for Registered Nurses on the Extended Practice Register
- Canadian Nurses Association Code of Ethics for Registered Nurses
- Scope of practice as documented in the Regulated Health Professions Act
- Advanced nursing care knowledge related to health assessments, diagnostics, pharmaco-therapeutics, and Invasive and minor surgical procedures
- Personal Health Information Act (PHIA), Protection of Persons in Care Act, Mental Health Act, Workplace Hazardous Material Information System (WHMIS), Principles of Routine Practices (Universal Precautions) and Other legislated acts
- Principles of collaborative practice
- Roles and responsibilities of members of the Swan Lake Health Center health care team
- Contributes to making the organization safe for clients and staff, and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity
- Demonstrated ability to effectively manage workload by establishing priorities
- Demonstrated knowledge of customer service concepts and practices
- Demonstrated effective oral and written communication skills
- Demonstrated strong interpersonal and effective organizational skills
- Demonstrated ability to work in a team environment along with ability to work independently with minimal supervision in a multi-tasking environment
- Given the cultural diversity of our clients, the ability to communicate in more than one language would be considered an asset
- Demonstrated ability to respect confidentiality including paper, electronic formats and other mediums
- Demonstrated ability to meet the physical and mental demands of the job
- Good work and attendance record
- Completes and maintains a satisfactory Criminal Record Check, Vulnerable Sector Search, Adult Abuse Registry
- Requires a valid Class 5 driver's license, an all-purpose insured vehicle.

CONDITIONS OF EMPLOYMENT:

- Access to reliable transportation to and from work as travel may be required.
- Clear Criminal Record and Vulnerable Persons check and Child Abuse Registry check.
- Must be willing to submit to random drug testing.

Deadline for submission: Open until filled.

Please submit resume, cover letter and references with position applying for in subject box to:

Paula Cameron – Human Resources Manager – Swan Lake First Nation

Email: careers@slfn293.ca

Tel: (204) 836-2101 Fax: (204) 836-2255