

# HOME AND COMMUNITY CARE SUPPORT SERVICES

## North Simcoe Muskoka

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**Posting Number:** ONA 22-43 & 52

**Job Classification:** Nurse Practitioner

**Employment Status:** Full-Time

**Posting Date:** December 05, 2022

**Apply to with resume/cover letter to** [nsm.careers@hccontario.ca.ca](mailto:nsm.careers@hccontario.ca.ca)

### POSITION SUMMARY

The Nurse Practitioner is responsible to provide in-home palliative services for patients living within a designated geographical area. Currently seeking candidates in North Simcoe and Muskoka sub-regions.

### KEY RESPONSIBILITIES

- Manages the delivery of coordinated quality palliative care programs in a designated geographical area.
- Manages an inter-professional model of palliative care.
- Provides patient assessment, diagnosis, treatment, pain and symptom management to patients in a specific area.
- Develops initial palliative assessment which includes assessing home environment, supports available in the home, level of health, goals and expectations related to end of life care. Assessment may include applications for hospice.
- Develops collaborative relationships with HCCSS stakeholders, physicians, coroners, hospital palliative staff, hospice staff and other.
- Improves the quality of life of terminally ill individuals, and their families, by giving them the choice to receive care in their home.
- Maintains relationships with professional organizations to ensure quality of care knowledge is current.
- Manages complex and difficult patient issues which cannot be handled in a routine manner.
- Establishes and maintains effective relationships with service providers to deliver quality palliative care.
- Participates in the teaching and coaching of family members to support them with end of life issues.

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- Acts as a key resource to HCCSS staff regarding the palliative care program.
- Maintains relationships with professional organizations to ensure quality of care knowledge is current.
- All employees are accountable to follow safe practices related to the security and privacy of information.
- Other duties as assigned.

### POSITION REQUIREMENTS

#### Education

- Current RN(EC) registration with the College of Nurses of Ontario (with a specialty certificate in Primary Health Care or Adult).

#### Experience / Knowledge

- A minimum of 3 years nursing experience; palliative care/oncology experience an asset.
- A passion for making a difference in the lives of palliative patients.
- Community experience and ability to navigate through community systems is preferred.
- Practical knowledge and understanding of relevant legislation (e.g. regarding the provision of health care services, privacy, health and safety, etc.)
- Comprehensive knowledge of the standards of practice and professional guidelines set forth by the College of Nurses of Ontario, RNAO, NPAO, and other relevant medical professional associations

#### Skills

- Ability to prioritize professional duties, manage multiple patients, and efficiently organize workload.
- Ability to complete required documentation, reports, forms, and recommendations.
- Ability to work with diverse patient groups with varying levels of comprehension and language capability.
- Demonstrated effective communication skills to establish and maintain a wide range of contacts with health care professionals and community organizations.
- Demonstrated effective listening, observation, and facilitation skills to accurately assess patients and provide appropriate intervention.
- Demonstrated leadership, ability to work independently but also as a team.
- Demonstrated collaboration skills to manage service delivery in conjunction with patients, their family members/caregivers/SDMs, and other service providers.
- Ability to deal with complex and changing interpersonal situations and respond with good judgment and understanding.
- Ability to work autonomously with little direction.
- Ability to exercise judgment, make decisions, and take action within legislative framework, professional standards of practice, the College of Nurses of Ontario, organizational goals, and

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- HCCSS policies and procedures
- Proficiency in French is an asset.
- Must have a valid driver's license and access to a vehicle.

### Abilities

- Advanced assessment and diagnostic reasoning skills.
- Must be able to practice independently and interdependently.
- Effective organizational and planning skills.
- Demonstrates commitment to the HCCSS' mission and values.
- Demonstrated awareness of cultural diversity, as well as ability to behave discreetly and sensitively to confidential issues.
- Team player with the ability to adapt to change and perform efficiently in a fast-paced work environment.
- Motivation to continue learning as practices and systems change and evolve.
- Ability to work in a collaborative, open and participatory environment where leadership is shared and decisions are jointly made.
- Ability to advocate for both patient and partner needs.
- Proficient in the use of computerized processes including the use of mobile (lap top) technology
- Ability to wear a protective mask as required.

### HOW TO APPLY

Please submit your resume and cover letter, stating "Nurse Practitioner, FT" in the subject line of your email, to [nsm.careers@hccontario.ca](mailto:nsm.careers@hccontario.ca).

Home and Community Care Support Services North Simcoe Muskoka is an equal opportunity employer and welcomes applications from all suitably qualified persons.

Home and Community Care Support Services North Simcoe Muskoka is governed by the requirements of the French Language Services Act and therefore encourages applications from French speaking candidates.

Home and Community Care Support Services North Simcoe Muskoka is committed to accommodating people with disabilities as part of our hiring process. If you have any special requirements during the recruitment process, please advise Human Resources.

We thank all applicants who take the time to apply; however, only those invited for an interview will be contacted.

As part of the mandatory screening process, Home and Community Care Support Services North Simcoe Muskoka requires professional references, verification of academic training, professional accreditation, plus a current Criminal Records Check and Vulnerable Sector Screening.

Home and Community Care Support Services values the health and safety of its employees and is committed to the prevention of COVID-19 exposure and transmission of infection to employees, patients, caregivers, volunteers, visitors and residents. Home and Community Care Support Services has

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implemented a mandatory vaccination policy across the province that requires all staff to be fully vaccinated against COVID-19. Applicants being considered for employment will be required to provide proof of vaccination documentation confidentially to Human Resources upon hire. Any medical or human rights exemption requests will be reviewed and validated prior to an offer of employment.