



Job posting: Nurse Practitioner

Manual: Human Resources

Reports to: CEO

ABOUT SHALOM VILLAGE

Shalom Village is a non-profit campus of care that specializes in the health and wellbeing of Hamilton area seniors. We provide an unwavering commitment to making every day the best day possible for the seniors who depend on Shalom Village services and programs.

Through their dedication, training and commitment to seniors, our team members transform the lives of older adults through a variety of programs and services, including long-term care, senior living apartments, fitness, community wellness and social programs.

Our long-term care services provide a homey environment and programs for frail seniors, while our independent living apartments are perfect for more active seniors. Our fitness and community programs support local seniors living at home, while also providing them with the opportunity to socialize with their peers, learn new skills, and stay healthy and fit. ***Shalom Village has something for every Hamilton senior!***

**Founded by the Jewish Community, for the benefit of all individuals throughout the Hamilton Region, our Jewish values and traditions ensure that all residents & participants, benefit from the respect, compassion, and dignity inherent in the Jewish faith. Shalom Village welcomes and celebrates individuals from all backgrounds and faiths.

MISSION, VISION & VALUES

Our Vision: Honouring our Fathers and our Mothers

Our Mission: To provide opportunities for the continuity of life interests, values, and relationships for those who need supportive housing, long term care, convalescent care, adult day services and specialized fitness facilities within the context of Jewish Values and Kashruth. We want all those who need our services to feel AT HOME.

Our Values: At Shalom Village we use the acronym AT HOME to provide a clear link between our vision, mission, values, and most importantly how these guiding principles are brought to life for all who live, work, volunteer or visit at Shalom Village.

Acknowledge: We will listen to each other and commit to being approachable, trustworthy, and helpful while valuing each person's contributions, perspectives and differences.

Together: We will support each other and believe that together we can achieve anything.

Home: We will create a feeling of comfort, trust, familiarity, and safety that honours Jewish Values and brings about each individual person's feeling of being at home.

Organization: We will strive for learning, innovation, accountability, transparency, and excellence in all we do.

Memories: We will share memories and create new ones through relationships, sharing, and celebrations.



Enablement: We will empower, encourage, and focus on each other's strengths to make possibilities possible and accomplish our goals.

As a charity that depends on donor support, Shalom Village Staff play a vital role in our ability to deliver the lifesaving programs that benefit Shalom Village residents and participants. It is crucial that staff members believe-in the power of fundraising to bring people together to support the hundreds of seniors whose lives we impact every day. Our staff members are important ambassadors, donors, and members of the Shalom Village Family. We encourage all staff to join us as we work together to improve the lives of Hamilton area seniors.

JOB SUMMARY

As a member of the multi-disciplinary team, practices in accordance with Regulated Health Professions Act, Gerontological Nurses Association (GNA) Standards, The Long Term Care Homes Act, the Practice Standards set by the College of Nurses of Ontario and the standards set out for the Nurse Practitioner. In keeping with the philosophy, objectives, policies and procedures of Shalom Village, implements and maintains an effective program to reduce acute care admissions to hospital from the long-term care (LTC) sector. Contribute to the plan of care with an emphasis on wellness and disease prevention through direct resident care, health promotion and education, mentoring of staff, outreach, advocacy and community development. Contribute to developing programs that reflect community needs.

RESPONSIBILITIES

1. Utilizing the nursing process (assessing, planning, implementing and evaluating nursing care) within the scope of practice applicable to a RN-EC or Nurse Practitioner, and working in partnership with the LTC staff and the attending or Medical Director, assess acute and chronic illness and/or sudden changes in a resident's health status to determine if resident can be managed medically within LTC Home environment by:
 - analyzing residents condition through physical assessment of resident;
 - reviewing and analyzing documentation and lab results;
 - consulting with staff, family and physician as required
 - ordering blood work and diagnostic testing; and
 - prescribing treatment and follow-up care for resident
2. Assess and evaluate a resident's condition, document findings and prescribe appropriate treatment that falls within the professional scope of practice for registered staff within the LTC setting. Collaborate with physician as appropriate.
3. Collaborate with the Directors of Care and the Nurse Practitioners working with LTC Homes to identify the educational needs of registered staff in the LTC homes in order to provide and ensure safe and effective management of care delivery for residents in LTC.
4. Contribute to development and delivery of education to caregivers, residents and families as required within the LTC homes.



5. In collaboration with physicians, Directors of Care (DOC) and Shalom Village contribute to development of guidelines for treatment of residents within the LTC environment in order to be able to provide comprehensive services within the LTC Homes.
6. Evaluate changes in resident's health status in consultation with health care providers and resident or power of attorney for personal care, recommend comprehensive treatment options available and expected outcomes and instruct treatment options for resident as appropriate.
7. Consult with physician when encountering resident care situations beyond the NP's legal scope of practice and/or individual competency.
8. Instruct registered staff and DOC in LTC for treatments unfamiliar to staff by developing and delivering education to staff regarding treatment options for residents to facilitate aging in place.
9. Assist with care co-ordination and the resident's safe return to LTC as soon as possible when a resident is transferred to hospital.
10. Participate actively in CQI projects.
11. Contribute to benchmarking and identification of trends and issues through analysis. Evaluate effectiveness of reducing transfers and admissions of residents to hospital by auditing and maintaining statistics related to length of stay, transfers to hospital and admissions, education delivered, specialized treatments provided, in order to ensure that the needs of the health care system are being met and to maintain residents within the LTC environment.
12. Provide consultation on high risk admissions to LTC as required.
13. Carry out all duties with appropriate attention for resident safety.

Qualifications/Skills Required

- Completion of a Nurse Practitioner Program from a recognized university.
- Baccalaureate Degree in Nursing.
- Minimum of 2 years experience in working with the older adults in a long-term care setting and in an acute or community setting.
- Knowledge and experience in dementia and behavioral care and wound care.
- Recent ER experience preferred.

Skills



- Excellent clinical skills with older adults.
- Skill set inclusive of IV initiation, suturing, venipuncture, wound care, etc.
- An ability to work in an interdisciplinary team environment.
- Ability to be self-directed in clinical practice as required in the areas of assessment, diagnosis and therapeutics.
- Proven success in providing inspirational leadership in a team environment and ability to encourage innovation and creativity amongst team members required.
- Demonstrated clinical leadership skills to organize and co-ordinate the care of residents in collaboration with their care givers i.e. LTC staff and family.
- Demonstrated inter-personal skills, organizational skills; program planning and evaluation skills; communication skills (both written and verbal).
- Demonstrated computer skills (database management, electronic medical records and word processing).
- Competency to autonomously diagnose, order and interpret diagnostic tests, prescribe pharmaceuticals and perform procedures.
- Ability to promote professional education and advance knowledge through research and the evaluation/quality improvement activities related to the care of residents throughout the continuum.
- Demonstrated commitment to providing quality customer service while dealing with the public (residents and families) as well as various medical and non-medical professionals.