

Position: Nursing Resource Leader : Nurse Practitioner

Reports to: Director of the At Home Experience /Long Term Care

Created: April 2023

ABOUT SHALOM VILLAGE

Shalom Village is truly a Village, one which has both accommodations and day experiences for seniors in Hamilton. Designed for seniors it helps people who need to move closer to care to still live life on their own terms A.T.H.O.M,E @ Shalom .

JOB SUMMARY

The NP on our team will be an exceptional asset to our multifaceted teams and those who call us home to be at their very best. The NP will bring the wisdom of their professional designation, the knowledge of the standards and expectations of the 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 and expectations of Shalom Village to their practice. The NP will support the team and physicians , both working beside, providing direct care, leading and championing to help ensure each person they care for has the best opportunity for avoiding serious sequelae of life as a person with physical and mental frailties. They will practice so that those who live at Shalom Village can remain at home for care as much as possible, receiving lead practices in both care and comfort each day , and at the end of their days.

The Np will provide expertise and input in all five domains of Advanced Practice Nursing: Clinical Practice, Collaboration, Leadership, Research and Change Agent. As such they will have above all the ability to influence practice , to create respectful and effective relationships with colleagues, team members as well as individuals looking to them for care with clarity and compassion.

QUALIFICATIONS:

- Successful completion of a Nurse Practitioner program
- Current RN registration with the College of Nurses of Ontario in the Extended Class (EC)
- A minimum of 3 - 5 years recent experience with preference given to positions providing care to seniors
- Advanced assessment skills and sound knowledge of clinical therapeutics
- Comprehensive knowledge base and high degree of clinical competence caring for seniors.

In addition, applicants must have demonstrated experience in the following elements of nursing practice:

- Strong leadership ability and highly developed interpersonal skills
- Ability to manage and work collaboratively with an inter-professional team.
- Ability to be flexible and adapt positively to constantly changing situations.
- Effective patient and family counseling skills
- Excellent communication skills, negotiation, and conflict resolution
- Strong organizational, critical thinking and problem-solving skills
- High level of initiative and self-direction
- Proficient in computer applications

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;
- 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 interdisciplinary team and nurse leaders to identify the educational needs of staff to advance their ability to provide and ensure safe and effective management of care delivery for residents.

4. Contribute to development and delivery of education to caregivers, residents and families as required.

5. In collaboration with physicians, Directors of Care (DOC) and Shalom Village contribute to development of guidelines for lead practices and policies in care delivery.

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.
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.
12. Be an active part of welcoming new residents home to Shalom Village.
13. Carry out all duties with appropriate attention for resident safety.

We offer a competitive salary , opportunities for leadership advancement , educational support and full benefit package .

Interested Applicants are encouraged to apply to Interim CEO Pat Morden pat.morden@shalomvillage.ca or Director of the At Home Experience /Chief Nurse Breanna Martin Breanna.Martin@ShalomVillage.ca

We appreciate all applicants and the opportunity to review your interest in our home. . Those chosen for interview will be contacted by return email or phone .