



Scarborough Centre for Healthy Communities (SCHC) is dedicated to providing accessible, equitable, and transformational health and social service choices for the well-being of Scarborough's diverse communities. We cultivate vital community services by promoting healthy lifestyles while delivering a comprehensive range of culturally competent health and social services programming. Our I2CARE values ensures that we, as a work community, treat all with, inclusivity, innovation, collaboration, accessibility respect and equity.

As an employer, we strive for excellence as a workplace and are committed to building a workforce that enhances our capacity to meet the needs of the diverse communities we serve.

We are currently looking to hire a:

**Nurse Practitioner
1 – Part Time, Permanent (17.5 hours/week)**

Reporting To: Interprofessional Primary Care Manager

Position Summary:

To provide comprehensive primary health care for unattached children and families living in the Scarborough community with an emphasis on service delivery, health promotion and prevention based on their unique health care needs.

Key areas of responsibility:

- Provide comprehensive family centered primary health care services within his/her scope of practice.
- Provide assessment, intervention, monitoring and follow-up for acute and chronic illnesses.
- Conducting clients' interviews and examinations, developing and implementing client-centered treatment plans, while integrating evidence-based health promotion practices.
- Provide seasonal, routine and catch-up immunization based on MOH Publicly funded immunization schedule.
- Obtaining, documents and interpreting clients' information and maintaining clients' records according to the standard of medical records at SCHC, including assuring privacy and confidentiality.
- Providing and receiving consults on client care to/from other members of the interdisciplinary team.
- Adhere to College of Nurses standards of practice.
- Actively participate within an inter-professional model of care.
- Participate in peer/chart audit reviews as required.
- Participate in Health Centre health promotion/outreach initiatives.
- Participate in case conferences.
- Capacity to work in a team setting, delivering services to marginalized individuals living with chronic illness, mental health and addiction.
- Willingness to participate in professional development opportunities and preceptor nurse practitioner/medical students.

- Participating in the clinical team audits and other quality improvements and best practice activities within the organization and broader community health team.
- Making home visits as required.
- Maintain competencies as required through professional development.
- Capacity to work in a team setting, delivering services to marginalized individuals living with chronic illness, mental health, and addiction.
- Willingness to participate in professional development opportunities and preceptor nurse practitioner/medical students.
- Provide community education sessions as schedule permits.
- Participate in SCHC on-call schedule as part of SCHC's funder requirements.

Scope and Accountability:

The Nurse Practitioner will function within their full scope of practice in accordance to College of Nurses of Ontario standards of practice. The Nurse Practitioner is accountable to the agency's manager, primary care services.

Educational and/or Professional Qualifications:

- Master's prepared Nurse Practitioner with Primary Health Care certificate.
- Registration, in good standing, with the College of Nurses of Ontario in the Extended Class.
- Member of NPAO with additional professional liability coverage.
- Experience in program development is preferred.
- Experience working as a nurse practitioner in a community setting is strongly preferred
- Willing to become a member of other professional bodies to enhance practice (e.g. Registered Nurses Association of Ontario).
- Oral/written fluency in other languages relevant to providing service in the role would be considered an asset.
- Demonstrated experience/confidence in working independently, with a high degree of self-direction and strong organizational skills.
- Demonstrated excellence in interpersonal, including effective conflict resolution, and communication (written and oral) skills.

Level of Experience:

- 3-5 years practice working as a NP utilizing advanced nursing assessment skills in an inter-professional model of care such as a CHC, FHT or NP lead clinic.
- Experience working as a Nurse Practitioner in a primary care setting is strongly preferred.
- Experience in program development preferred.
- Current HCP CPR.

Skills and Attributes:

- Demonstrated experience/confidence in working independently, with a high degree of self-direction and strong organizational skills.
- Demonstrated excellence in interpersonal, including effective conflict resolution, and communication (written and oral) skills.
- Proven ability to work as a member of the inter-professional team.
- Familiarity or willingness to practice with electronic health record documentation environment considered an asset.
- Sensitivity and awareness of culturally and racially, economically and socially diverse communities.
- Respect and adherence to agency policies, mission, vision and values philosophy of care.

- Strong research and planning skills.
- Oral/written fluency in other languages relevant to providing service in the role would be considered an asset.

Significant Working Conditions:

- In order to ensure programming is accessible to our clients; the successful candidate will be required to provide extended hour services (including evenings and weekends).
- Assume first line on call with physician support.
- Flexibility of hours – occasional evening or weekend work will be required.
- Flexible working sites – working in the community.
- Valid driver's license required.
- Vehicle required.

WHY SCHC?

- A strategic commitment to organizational health, ensuring our people and culture are well supported.
- 3 weeks paid vacation for full-time positions to start, additional time with tenure.
- Continuous funded training opportunities.
- Paid sick and family sick days.
- Health benefits including prescription drugs, dental, vision care, alternative therapies, life insurance, employee assistance program, disability insurance; benefit coverage for family and dependents available.
- HOOPP pension plan member.
- SEIU Union.
- A strategic commitment to Action on Equity to advance diversity, equity, inclusion and belonging utilizing an intersectional lens.
- Standard working hours, with flexibility to accommodate occasional evening or weekend appointments.

Remuneration: \$52.83 - \$74.83

Band: A

Please note: All other conditions of employment are set out in the collective agreement between SCHC and SEIU.

Please reply in confidence to HR: recruitment@schcontario.ca

Note: Please quote **NP-CHC** in the subject line.

This is an **Existing Vacancy**.

We would like to thank all applicants; only those invited to interviews will be contacted.

If you require any accommodation, please advise Human Resources. As a condition of employment all new hires must be legal to work in Canada. You will also be required to undertake a Vulnerable Sector Screening with Police Services.

SCHC values equity, inclusion and accessibility. We welcome those who have a demonstrated commitment to upholding these values and who will assist us to expand our capacity for diversity in the broadest sense. We encourage applications from members of groups that have

been historically disadvantaged and marginalized, including First Nations, Metis and Inuit peoples, Indigenous peoples of North America, racialized persons, newcomers, persons with disabilities, and those who identify as women and/or LGBTQ2S+.

SCHC is committed to providing a barrier-free environment for all stakeholders including our clients, employees, job applicants, suppliers and any visitors who may enter our premises, access our information or use our services. We respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations. SCHC will provide accommodations to applicants with disabilities throughout the recruitment, selection and/or assessment process. If selected to participate in the recruitment, selection and/or assessment process, please inform Human Resources staff of the nature of any accommodation(s) that you may require.

www.schcontario.ca.

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