

Job Title

Nurse Practitioner - Medical Program & Specialized Geriatric Services

Job Details

Union: Non-Union

Department: Medicine >> Medical Admin >> IP Resources NP

Reports To: Director Medical Program

Job Category: Nursing

FTE: 1.0

Shifts: Day,Weekends

Shift Duration: 8's

Status: Full-Time Permanent

Number of Positions: 1

Site: General Site, 4001 Leslie Street

Salary: \$59.57 - \$71.78 /Hour

Post Date: 22/01/2024

Closing Date:

Position Summary

Nurse Practitioner (NP) Medical Program

The Nurse Practitioner (NP) is a registered nurse in the extended class (EC) with the College of Nurses of Ontario (CNO) who has obtained additional education (Master's degree). NPs have a legislated scope of practice that is beyond that of a Registered Nurse in the general class: the authority for NPs to initiate and perform controlled acts is subject to the limits and conditions outlined in the Nursing Act (1991) and the CNO standards of practice.

The Nurse Practitioner demonstrates advanced knowledge, skill, and judgment in providing care to patients that is consistent with current College of Nurses of Ontario Practice Standards for Nurse Practitioners and the current competencies defined by the Canadian Nurses Association Competencies for Nurse Practitioners.

As an NP you will provide specialized and advanced nursing care for the in-patients within the Medical program and Specialized Geriatric Services. You will collaborate with the interprofessional team and most responsible provider to help patients and their families' transition across the health care continuum.

You will be expected to perform comprehensive nursing assessments and geriatrics consultations for patients with complex and challenging health care needs across programs. You will assume a leadership role and collaborate with the broader health care team and community partners in managing complex and challenging patient care situations.

In this role you will work in partnership with program leadership and front-line staff to develop, implement and evaluate best practices in geriatrics care across the organization. You will initiate and participate in professional and organizational activities to advance nursing practice and facilitate improved patient care outcomes.

On a practical level, you will:

- Work within an in-patient, outpatient, and outreach settings. This role will offer the candidate an opportunity to provide rotational NP coverage across care settings and across the care continuum. Timing of transition to providing coverage for outpatient/outreach programs within Specialized Geriatric Services will be determined by the candidate's experience and skills competency.
- Perform comprehensive nursing/medical history, physical and psychosocial assessment of the patient's status, and development and implementation of a plan of care to address identified needs of patients

across the Medical Program.

- Provide direct, specialized care and/or consultation to patients, families, health care professionals, and community partners in situations where advanced nursing expertise is required (e.g., complex patient situations with unpredictable outcomes).
- Collaborate with the interdisciplinary team across the care continuum and healthcare sectors in identifying goals of care and advance end of life care planning.
- Provide leadership in establishing and meeting goals related to nursing and clinical practice; accountable to align goals with the strategic direction of the Program and the organization.
- Initiate and perform diagnostic and therapeutic procedures for identification and management of medical issues as authorized through medical directives when required.
- Participate in the development and advancement of best practice standards in seniors care across the organization in alignment with the strategic direction set forth by the organization and the NYGH Seniors Care Framework.
- Collaborate with the interdisciplinary team and external partners in the assessment and monitoring of patients with cognitive impairment and/or responsive behaviors and the take on a leadership role in the development and execution of individualized care plans.
- Collaborate with the interdisciplinary team in establishing community Behavioral Support linkages in long-term care facilities, community service agencies, and Home and Community Care in order to achieve effective and sustainable discharge planning as patients transition back to the community.
- Work in collaboration with community providers to ensure home-based services are in place to meet the needs of individuals and families.
- Contribute to continuous quality improvement initiatives within the organizations that are serviced.
- Develop, implement, and evaluate effectiveness of clinical service programs in collaboration with the Program Director and Director of Professional Practice.
- Engage in or conducts nursing research and participates in interprofessional research projects, as required.
- Engage in scholarly activities, such as presentations and publications.

At North York General, we are committed to fostering an inclusive and accessible environment. We are dedicated to building a workforce that reflects the diversity of the community in which we live, including those with disabilities. North York General is committed to providing accommodations in all parts of the hiring process. If you require an accommodation, we will work with you to meet your needs.

Qualifications

- Registration with the College of Nurses of Ontario (CNO), within the RN (Extended Class) and is a member in good standing required.
- Completion of an Acute Care Nurse Practitioner Program (or equivalent) required.
- CNA certification in Medical-Surgical Nursing and/or Gerontology an asset
- Certification in Hospital and Acute Care for Nurse Practitioners (or equivalent) an asset
- Completion of specialized courses such as PIECES, GPA, or Montessori, is an asset.
- Membership in relevant professional organizations (ie. NPAO, RNAO) an asset.

EXPERIENCE NECESSARY:

- Minimum of 3 - 5 years clinical nursing experience in acute care medicine, geriatrics, geriatric psychiatry, and/or chronic disease management required.
- Previous experiences as a Clinical Nurse Specialist or Nurse Practitioner working in acute care, preferred
- Eligibility for cross appointment with Faculty of Nursing, University of Toronto or another academic institution

SKILLS REQUIRED:

- Exercise initiative and good judgment with ability to multitask.
- Integrate program planning and evaluation skills into education activities.

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- Ability to work effectively, independently, and collaborate with the interprofessional team.
- Self-directed and motivated to creatively find solutions to patient care and systems issues.
- Demonstrates effective mentorship, coaching, and facilitation skills to foster the professional development of others.
- Incorporates knowledge of teaching and learning principles into daily work
- Demonstrated competence in the use of standardized geriatric and geriatric psychiatry assessment tools
- Demonstrated academic involvement (teaching/research).
- Valid driver's license and use of a personal vehicle is required

What We Offer

Working at NYGH means working with a dynamic team of fellow healthcare providers, staff, and volunteers in one of Canada's leading hospitals. **This is a Full-Time Regular position with 75 hours bi-weekly, 8 hour shifts, day shifts including weekends within the Medical Program & Specialized Geriatric Services.** We offer a highly competitive total compensation package that includes benefits, pension, and vacation. If you were searching for more reasons to consider joining the wonderful team at NYGH, check out some features of our Total Rewards package by visiting nygh.on.ca

FOR EXTERNAL APPLICANTS ONLY: As a condition of employment, you are required to submit proof of COVID-19 vaccination to the Hospital's Occupational Health and Safety department.

You may also qualify for **the Community Commitment Program for Nurses (CCPN)**. The CCPN provides a **\$25,000 incentive grant** to eligible nurses in exchange for a 24-month commitment to an eligible employer.

North York General Hospital will consider providing a relocation allowance for candidates who are hired for difficult to fill, full-time positions and are required to move at least **250 (two-hundred and fifty) kilometers** to assume the position. Moving and accommodation expenses will be limited to a maximum of **five thousand dollars (\$5,000.00)**.

You may also qualify for the **Community Commitment Program for Nurses (CCPN)** signing bonus of up to **\$25,000** through Health Force Ontario.

How to Apply

Think you're the right person for the job? Here's your first chance to show us why:

- Ensure to meet the deadline - only applications received by the closing date will be considered.
- We will review all applications and will contact those selected for an interview.

Please refer to the Job Opportunities page on eric for more detailed application instructions.

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