



Nurse Practitioner, Rideaucrest Home

Job Number: J1024-0154

Bargaining Unit: ONA

Job Type: Regular Full-Time

Rate of Pay: \$56.52 - \$67.29/Hour (based on 2022 rates of pay)

Opening Statement

The City of Kingston is grateful to experience the traditional territories of Anishinabek (Ah-nish-nah-beg), Haudenosaunee (Ho-den-o-show-nee) and Huron-Wendat (huron-wen-dat). Kingston is a smart, livable city in the heart of eastern Ontario. Its stable and diversified economy includes global corporations, innovative start-ups and all levels of government. At the City of Kingston, we believe that diversity and inclusion are essential elements of a thriving workplace. We value the unique perspectives and experiences that each individual brings to our team. As we continue to grow, we are dedicated to creating an environment where all employees feel welcomed, respected, and empowered to contribute their best work. The City of Kingston views diversity as its strength and we encourage applications from individuals of all backgrounds, including those from underrepresented communities. As staff, you play a pivotal role in enhancing people's lives by delivering exceptional, customer-centered services of the highest quality. Within our highly ethical environment, you'll embrace accountability by consistently going above and beyond, actively listening to our customers, creatively addressing their needs, and maintaining unwavering respect for all individuals you serve. As a result, you'll become an integral part of our qualified and dynamic team, recognized for its compassion, excellence, integrity, inclusivity, and adaptability.

Position Summary

The Nurse Practitioner provides quality resident-centered care, as a member of the interdisciplinary team in accordance with the College of Nurses of Ontario Standards of Practice for Registered Nurses in the Extended Class practice and the philosophy, policies and procedures of Rideaucrest Home. The successful candidate will join our medical team currently comprised of two physicians and one other full time NP. They will also possess advanced clinical competencies to independently conduct patient assessments, formulate diagnoses, initiate and interpret diagnostic investigations, prescribe therapeutic interventions, and carry out authorized procedures within the NPs scope of practice.

- The Nurse Practitioner will be responsible for working collaboratively with the Physicians to provide high quality care to 84 long term care residents.
- Conduct in-depth comprehensive assessments integrating a wide range of complex information including resident perspectives, staff perspectives, nursing and allied health theory and research including completing holistic health histories, mental status and physical examinations;
- Diagnose some acute health conditions and facilitate the diagnosis of chronic health conditions, collaborating with the physician as necessary;
- Take a leadership role in the development of integrated strategies for illness prevention, health promotion, health maintenance, rehabilitation and restorative care;
- Monitor the ongoing therapy of residents with chronic stable illness by providing effective pharmacological, complementary, and/or counselling interventions;
- Prescribe pharmacological agents and therapeutic measures and independently perform additional controlled acts as outlined in the College of Nurses Standards of Practice for RN (EC);
- Participate in the development and evaluation of policies, protocols and procedures to improve resident care;

- Determine the need for, order and interpret reports of x-rays and diagnostic ultrasounds and ECG's and make clinical decisions accordingly;
- Maintain effective documentation and reporting systems in an accurate and timely fashion;
- Prescribe drugs to treat diseases or disorders within the NP scope of practice;
- Consult with and refer to other health professionals and community services as needed;
- Collaborates with resident or SDM, family, and interdisciplinary team in formulating care plans for managing acute and chronic health issues, provide comprehensive monitoring and evaluate effectiveness of interventions;
- Actively promote and follow safe work practices and ensure accident prevention and health and safety responsibilities are fully met by self and others;
- Promote best practice by imparting knowledge and expertise to advance the skill level of other Registered staff members.

Qualifications, Competencies

- Bachelor of Nursing Science (BNSc); Masters degree preferred;
- Post graduate Primary Health Care Nurse Practitioner Certificate;
- Post graduate education in gerontology is an asset;
- Registration with the College of Nurses of Ontario as a Registered Nurse in the Extended Class;
- Recent general nursing experience, with preference given to experience in a long term care setting;
- Must demonstrate corporate values of Belonging, Collaboration, Accountability, and Innovation

Skills, Abilities, Work Demands

- Demonstrated knowledge of primary health care issues, nursing process and trends in long term care;
- Demonstrated advanced knowledge and decision-making skills in assessment, diagnosis and health care management;
- Able to work independently and as an effective team member in a cooperative manner with all members of staff, families, residents, volunteers and outside agencies;
- Demonstrated strong leadership and communication skills;
- Demonstrated organizational, prioritization and time management skills;
- Ability to read, analyze and interpret periodicals, professional journals, technical procedures, or governmental regulations;
- Ability to work in a fast paced environment and adapt effectively to change and competing demands;
- Skills in gerontology, with the ability to focus on special care needs with empathy, respect and a supportive approach, demonstrating behaviours consistent with Professional Standards of Practice and the Corporate Code of Conduct;
- Demonstrated ability to interact with seniors in a caring and respectful manner;
- Able to perform the essential duties of the job;
- Able to maintain confidentiality;
- Commitment to promoting and following safe work practices;
- General working knowledge of computer software (i.e. Microsoft Office). Previous experience with electronic health records and documentation strongly preferred;
- Proof of recent screening for Tuberculosis (TB);
- Proof of immunity to communicable diseases;
- Must obtain and maintain a satisfactory criminal record check, including Vulnerable Sector

Closing Statement

Please apply to Career Opportunities at: www.cityofkingston.ca/Careers

Please inform us of any accommodations we need to make to ensure a barrier-free recruitment experience. Accommodations are available in accordance with the Ontario Human Rights Code (OHRC) and Accessibility for Ontarians with Disabilities Act (AODA) at any stage in the recruitment process. We're happy to provide more information if you email us at HRCity@cityofkingston.ca

Your resumé must demonstrate how you meet position requirements. Please upload to your profile any educational Degrees, Diplomas and/or Certificates that are relevant and required for the position. We thank all who apply, however, only those selected for further consideration will be contacted. Information collected will be handled in accordance with the Municipal Freedom of Information and Protection of Privacy Act.

[Please CLICK HERE to Apply](#)