



Nurse Practitioner: Full-time

Start date: September 2024

Salary: \$122,178 annually plus benefits & HOOPP pension

Twin Bridges Nurse Practitioner-Led Clinic is excited to expand its reach while strengthening community partnerships through expanding care to our local Long-Term Care Homes. We are seeking a Nurse Practitioner (NP) to join our dynamic team of Nurse Practitioners. This full-time position will work collaboratively with another experienced NP to establish a Nurse Led Outreach Team (NLOT) in the Sarnia-Lambton community.

Position overview:

Working to your full scope of practice, the NP will provide specialized and advanced nursing care for the residents within the Long-Term Care Homes for episodic illness care with a focus on decreasing transfer to acute care when possible. You will collaborate with the interprofessional team, Medical Directors and specialists to help residents and their families' meet their goals of care.

You will be expected to perform comprehensive assessments and consultations for residents with complex and challenging health care needs. You will assume a leadership role and collaborate with the broader health care team and community partners in managing complex and challenging resident care situations.

In this role you will work in partnership with Twin Bridges NPLC and front-line staff to develop, implement and evaluate best practices in geriatrics care across the organizations. You will initiate and participate in professional and organizational activities to advance evidence-based practice and facilitate improved resident care outcomes.

As the role is shared between NP providers, there is a primary care component included which allows NPs to maintain their competencies of care throughout the lifespan, work in a collegial environment and participate in a shared care environment for mentoring and education.

On a practical level, you will have the following roles and responsibilities:

- Work within a variety of resident settings as well as a primary care clinic environment. This role will offer the candidate an opportunity to provide rotational NP coverage across care settings and across the care continuum.
- Perform comprehensive nursing/medical history, physical and psychosocial assessment of the resident status, and development and implementation of a plan of care to address identified needs.

- Provide direct, specialized care and/or consultation to residents, families, health care professionals, and community partners in situations where advanced nursing expertise is required (e.g., complex resident 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 within NP scope of practice
- Participate in the development and advancement of best practice standards in seniors care across the organizations in alignment with the strategic direction set forth by the NLOT and the SLOHT
- Collaborate with the interdisciplinary team and external partners in the assessment and monitoring of residents to facilitate transfers back to LTCHs in a timely manner
- Work in collaboration with community providers to ensure 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 NLOT service programs in collaboration with Twin Bridges NPLC by providing data to the funder as required.
- Engage with the NP Team at Twin Bridges NPLC to provide primary care to a panel of registered patients.

Conditions of Employment:

Successful candidates, as a condition of job offer, would be required to:

- Provide a satisfactory police record check- vulnerable sector, completed within the last 6 months
- Complete a “Staff Immunization and Information Surveillance Form”

Qualifications/Education:

- Current registration with the College of Nurses of Ontario (CNO), within the RN (Extended Class) and is a member in good standing required.
- Successful completion of a primary health care Nurse Practitioner program/Masters degree in Nursing or related degree
- Membership in relevant professional organizations (ie. NPAO) required



- Completion of specialized courses such as PIECES, GPA is an asset.

EXPERIENCE:

- Minimum of 3 - 5 years clinical nursing experience in primary care, acute care medicine, geriatrics, and/or chronic disease management required.
- Previous experience as a Nurse Practitioner working in primary care, preferred

SKILLS REQUIRED:

- Exercise initiative and good judgment with ability to multitask.
- Integrate program planning and evaluation skills into education activities.
- 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
- Valid driver's license and use of a personal vehicle is required
- Ability to travel within the Sarnia-Lambton community
- Ability to work flexible hours

What We Offer:

Working with Twin Bridges NPLC means working with a dynamic team of fellow healthcare providers, and staff in one of Ontario's 27 Nurse Practitioner-Led Clinics-innovative team-based care with NP leadership at all levels. **This is a Regular Full-Time position, Monday-Friday with week-ends and statutory Holidays off.** 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 Twin Bridges NPLC, please send a cover letter and CV for consideration.

How to Apply:

Twin Bridges NPLC is committed to fostering a diverse and inclusive workplace and encourages applications from all qualified candidates. Twin Bridges NPLC offers accommodation for applicants to remove any barrier to the hiring process, including those with disabilities, while



maintaining a fair, consistent and equitable recruitment approach. We are dedicated to building a workforce that reflects the diversity of the community in which we live, including those with disabilities. Upon request we will work with you to meet your accommodation needs.

Think you are the right person to join our team?

Submit your cover letter and CV before the closing date (only applications received by the closing date will be considered)

Your interest in this opportunity is appreciated. Only those applicants selected for an interview will be contacted.

Submit Applications to: jobs@twinbridgesnplc.com

Closing Date: September 13, 2024

**Valerie Winberg NP
Executive Director/Clinic Lead**