



NURSE PRACTITIONER REGIONAL LEAD

NORTHERN REGION

NNPBC Job Posting

POSITIONS: NP Regional Lead – Northern Region

As part of the primary care transformational strategy, the NNPBC Nurse Practitioner Provincial Initiatives Program delivers a Regional Leadership Program, Practice Support Program and reimbursement programs for NPs. The Regional Leadership Program is a collaborative initiative between Nurses and Nurse Practitioners of BC (NNPBC) and the Ministry of Health (MoH) that includes an NP leader for each of the five health regions across the province to support contracted NPs working Primary Care Networks (PCN) settings.

POSITION DESCRIPTION

Northern NP Regional Lead, with direct reporting to the NNPBC NP-PIP Director Regional Leadership Program will be responsible for advancing the Ministry of Health funded service contracts with NNPBC related to the NP Regional Leadership Team and Professional Practice Support Program initiatives supporting for NPs on Primary Care Service contracts withing PCN models.

- ~ 500 hrs/yr
- Highly competitive compensation
- Flexible work hours/environment/location
- Join a dynamic, motivated and collaborative leadership team

ROLES & RESPONSIBILITIES

To perform this role successfully, the successful candidate will be able to perform the following in relation to independently contracted NPs:

- Provide leadership and expert advice on NP clinical practice.
- Understand and leverage resource planning and research to provide a professional lens in identifying and addressing NP professional and practice support needs.
- Play an integral part in creating quality practice environments by liaising, influencing, and consulting with various partners to promote and advance NP professional practice/clinical education with the aim of successful integration of NPs into a team-based primary health care system within Primary Care Networks.
- Provide direct support, coaching and mentorship, ensuring the implementation and integration of NPs within the team-based PCNs is in alignment with the Provincial primary health care strategy.
- Uphold principles of evidenced based clinical practice.
- Leverage fundamentals of professional coaching.
- Utilize frequent evaluation, reflective of NP practice needs.
- Develop long-term relationships with key partners/stakeholders including, though not limited to, the Ministry of Health/Nursing Policy Secretariat, Health Authorities, Docs of BC/GPSC, local Divisions of Family Practice, local primary care providers (GPs/NPs), allied health professionals within PCNs, BCCNP, Indigenous communities, community partners, public, and others involved in the primary health care strategy.
- Represent NNPBC and individual Nurse Practitioners on behalf of NNPBC with key partners/stakeholders within Primary Care Networks, maintaining both a regional and provincial lens.



QUALIFICATIONS

- Must have completed a Master's Degree – Nurse Practitioner Program
- Minimum of 5 years recent related clinical and leadership experience as an NP in a complex health care environment including progressive clinical practice, education, and research
- Coaching certification, change/project management and leadership experience an asset
- Current practicing registration, in good standing, with the British Columbia College of Nurses and Midwives (BCCNM) as a Nurse Practitioner
- Current membership with Nurses and Nurse Practitioners of British Columbia

COMPETENCIES

- Proven ability to foster, promote and lead a culture of collaboration and learning. Has a quality service orientation; continuously seeks to develop and improve service and program delivery, standards and practices.
- Proven ability to foster collaborative and effective working relationships to support NP professional practice and ongoing development of a team-based approach contributing to an atmosphere of trust and mutual respect.
- Demonstrated leadership skills and ability to foster a motivating, encouraging and respectful work environment while striving for performance excellence amongst team members.
- Demonstrated ability to collaborate with a variety of partners; lead change on a (Regional) level; build and support effective NP provider teams.
- Proven excellent interpersonal and communication skills; facilitates, collaborates and negotiates with others.
- Proven ability to anticipate future changes in NP practice, and recommends transition strategies that optimize the efficiency, appropriateness, sustainability, flexibility, consistency, and quality of NP clinical services.
- Demonstrated ability to participate in relevant research that contributes to the development of evidence-based NP practice and knowledge translation as it relates to the core work of primary care practice.
- Demonstrated strong organizational skills; able to prioritize, plan, organize workloads and manage role expectations.
- Demonstrated ability to adapt readily to rapidly changing environment and respond with flexibility.
- Demonstrated comprehensive knowledge of change leadership and facilitation principles and methodologies and has ability to coach NP team members on these skills.
- Informed about evolving trends and practices in health care system, shares knowledge and supports NP providers to integrate evidence-based practice in the delivery of quality care/services.
- Proven ability to facilitate, collaborates and negotiates for effective resolution of NP professional practice issues.
- Proven skills in conflict resolution and expertise in successful performance management.
- Emotional intelligence and awareness.
- Some travel may be required.

HOW TO APPLY

Submit your resume with a cover letter addressing the following questions to NNPBC Director Regional Leadership Program, Erin Berukoff eberukoff@nnpbc.com.

- 1) 1. What interests you about working for NNPBC in this capacity?
- 2) 2. What regional relationships do you currently have that would position you positively for this role?

Posting will remain active until position is filled.