



# Fort Nelson First Nation

Strong. Healthy. Proud. Self-reliant.

## POSTING

<b>Position Title:</b>	Community Health Nurse/Home Care Nursing Supervisor	<b>Posting #:</b>	2019-04-1.0
<b>Department:</b>	Health & Wellness	<b>Level:</b>	G6-L5
<b>Location:</b>	Office at 5001 Dene Etene Rd.; Multiple Sites Served	<b>FTE:</b>	1.0
<b>Supervisor:</b>	Executive Director, Community Services	<b>Rate:</b>	\$35.73 - \$48.02
<b>Authority:</b>	Professional Autonomy; limited authority	<b>First Posted:</b>	04-02-2019
<b>Effective Date:</b>	February 2019	<b>Closes:</b>	When Filled

## SUMMARY / SCOPE

The Community Health Nurse/Home Care Nursing Supervisor (RN) assesses, plans, implements, evaluates and documents all nursing care of patients in accordance with policies and professional nursing standards. The RN oversees the quality of departmental nursing services and develops day-to-day nursing care plans. The RN is the primary point of contact between patients, families and healthcare professionals. The RN follows the nursing process of assessment, planning, intervention, implementation, and evaluation and performs all other duties as assigned. Workload and authority: this position supervises home care and community health care. As nurse responsible for the direction of the home care team you will provide direction and support to the home care supervisor and team of 2 home care aides and 3 home support workers; as such you will oversee the clinical needs of people with functional limitations, Elder Care, home visits and charting. As Nurse responsible for community health you will oversee disease prevention, pre-and post-natal care and community health education at the local K-12 school on reserve. Other related duties as required.

### Remuneration and other considerations:

- Salary commensurate with BC Nurses Union wages.
- Schedule is Monday to Friday 8:30 a.m. – 4:30 p.m.
- Moving expenses covered to a maximum as per employer policy.
- Leave pays includes: sick pay, family responsibility pay, bereavement pay as per employer policy.
- Vacation award is 4 weeks per calendar year; time in lieu award is 1 week per calendar year.
- Flexible schedule arrangements.
- Health benefits (health, dental, vision, EAP), and pension matching.
- Travel bonus to attend annual FNHA conference.
- Training includes TB/Immunizations 101, Annual Communicable Disease Conference, as well as many other learning and development opportunities provided by the FNHA.
- Full access to FNHA Practice Support and Practice Consultation teams, both for Home Care and Community Health.

### Candidate Profile:

You have graduated from an accredited School of Nursing and are legally eligible to work in Canada. You have either recently graduated and are eager to start your first career and embrace continuing education opportunities, or you are an experienced professional looking for work-life balance and a new opportunity.

You have previous experience in Indigenous Health; you are open minded and ready to step out of your comfort zone, and you are receptive to new experiences and you embrace change. Your heart and passion are calling to work in Indigenous Health and to embrace a holistic approach to health care; recognizing community, culture, and traditions are integral to patient care – you are ready to embrace this vision.

## COMPETENCIES

- Assessment and Treatment
- Knowledge Integration
- Communication
- Critical Thinking
- Management
- Leadership
- Teamwork
- Computer Skills
- Culture
- Relationships
- Human Caring and Relationship Centered Practice
- Community Involvement and Engagement



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## REQUIRED QUALIFICATIONS

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- Graduate of an accredited school of nursing with a Bachelor's of Science in Nursing, Registered Nurse (BSN, RN) or diploma (RN) qualification.
- RN License to Practice in good standing with the College of Registered Nurses of British Columbia (CRNBC).
- Minimum 2 years of supervised experience as an RN with experience working with First Nation's people being essential.
- Current CPR -C Certification.
- Knowledgeable regarding the nursing process and its applications, including the assessments, planning, implementation, and evaluation of nursing care.
- Demonstrated ability to assist patients, family members or other clients with concern and empathy; respecting their confidentiality and privacy and communicating in a courteous and respectful manner.
- A well-defined sense of diplomacy, including solid negotiation, conflict resolution, and people management skills.
- Computer skills: Microsoft Office Suite
- Good organizational, time management and prioritizing skills
- Demonstrated ability to work independently and as part of a team
- Physically able to perform all assigned tasks
- Travel is a requirement of this position; and flexibility in relation to work schedules and locations may be required.
- Satisfactory completion of a criminal record check – vulnerable sector.
- Valid BC Driver's License and access to personal vehicle for business related purposes.
- Satisfactory driver's abstract.

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## DESIRED QUALIFICATIONS

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The following are considered assets:

- Current BCCDC Immunization Competency Certification
- Current AHA Healthcare Provider training (BCLS)
- Remote Certified in emergency care and specialized treatment and clinical care is an asset
- First Nations experience nursing on reserve
- Previous experience in community program development
- Formal training in crisis management
- Familiarity with integrated health services

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## WORK CONDITIONS

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- Carries an employer cell-phone.
- Occasional requirement to respond to after-hours emergency calls.
- Lifting or moving objects less than 10 lbs., is a constant requirement and lifting or moving objects over 40 lbs. is performed occasionally. Objects can include boxes and equipment.
- Driving/Travel is a requirement.
- Manual dexterity required to use desktop computer and peripherals.
- Interacts with clients and their representative(s) and family members, supervisor, co-workers, contact with general public/visitors, government agencies/professionals.
- Higher than normal levels of attentiveness and or alertness for the health and safety of others is required.
- There is a requirement to wear safe footwear at all times.
- The likelihood of injury or illness resulting from hazards in the position is limited if safe work practices are followed.



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- May be exposed to hazardous substances.
- May be exposed to unpleasant dealings in emotionally charged situations.
- Overtime as required.

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## APPLICATION INSTRUCTIONS

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**Closing:** Competition will remain open until the position is filled. **Remuneration:** The rate offered to the successful applicant is pending certification(s), knowledge, skills, abilities, and experiences. \*Preference may be given to qualified First Nation's applicants, and we encourage those applicants to self-identify. Fort Nelson First Nation is a progressive organization offering an incredible work environment, competitive salary packages, health and pension benefits, professional development and career advancement opportunities. Kindly forward your cover letter and resume to:

**Human Resources, Recruitment**  
Fort Nelson First Nation  
R.R. #1, Mile 295, Alaska Highway  
Fort Nelson, B.C. V0C 1R0  
E-mail: [recruitment@fnnation.ca](mailto:recruitment@fnnation.ca)

**We thank all individuals for applying, but only those applicants whose applications clearly demonstrate meeting all of the requested minimum qualifications will receive a reply.**

\* Constitution Act, 1982 [Section 35]; Canadian Charter of Rights and Freedoms [Section 15(1)]; Canadian Human Rights Act [Section 16(1)]; Employment Equity Act [Section 5(a), 10(b)]; Declaration on the Rights of Indigenous Peoples [Article 22]; ILO Convention 169 on Indigenous and Tribal Peoples in Independent Countries.