



Job Description: Registered Nurse (RN)

Job Title	<i>Registered Nurse</i>
Reports to	<i>Health Director</i>
Status	<i>Full Time</i>
Hours	<i>8:30am to 4:30pm</i>
Wage	<i>\$102,400.00 annually, plus a comprehensive health and wellness plan</i>

Key focus of Laichwiltach Family Life Society

Our vision is to empower and promote healing and education in our communities from an Aboriginal perspective, nurturing and encouraging cultural awareness and self-sufficiency. We envision and celebrate a thriving, proud, respectful and inclusive community.

About this role

Working as part of an integrated team-based care approach, the Registered Nurse (RN) will provide nursing care to patients of the clinic through from intake and observation, assessments, planning, implementation and evaluation of health outcomes. Reporting to the Health Director, the RN works one-on-one with patients to deliver culturally safe and humble care based on respectful caregiving relationships. This means the RN will work with patients to understand their health needs and improve access to primary care and traditional wellness close to home.

Working with Indigenous patients and families the RN will play an important role in each patient's care plan and will be a key health care provider as part of a collaborative, multi-disciplinary, team-based care approach.

What you will do: Primary responsibilities

Working in a trusted care giving relationship with patients, and if they choose caregivers and family, the Registered Nurse will bring a culturally humble, trauma-informed approach to all patient interactions and will support a wholistic approach to each patient with a clear view to the social determinants of health. Your primary responsibilities in this trusted role include:

- 1. Delivery of Holistic Primary Care:** *Delivery of care based on frameworks for nursing practices which includes observation and assessment, reporting symptoms and conditions, medical history, and physical evaluation.*
- 2. Treatment Planning, Implementing, Monitoring and Coordination:** *Working within a team-based care approach and person-centred model of care, develop treatment and care plans, work within the RN scope of practice, and as appropriate, order diagnostic testing, collect specimens, coordinate referrals, document patient's personal health file, administer medications and treatments.*



- 3. Health Promotion, Chronic Disease Management and Self-Care Principles:** *Work closely with patients and families to increase understanding of health and wellness, support chronic disease through a holistic approach, and work with patients to support their own self-care practices which advance their health goals and quality of life.*

How we will work: Team responsibilities

- 1. Collaborative Support:** *The RN works closely with all clinic staff, including Family Physicians (FPs), Social Workers, Dietitians, Occupational Therapists (OTs), Physiotherapists and the broader clinical team to ensure a coordinated, patient-centred treatment plan to support patients and their caregivers and/or family.*
- 2. Professionalism and Adaptability:** *The RN demonstrates respect and professionalism for the team by:*
 - Holistically considering the treatment and care needs of each patient and how each clinic staff member contributes to the treatment plan;*
 - Practicing clear written and verbal communications; and*
 - Carefully documenting clinical chart information, treatment plans, progress reports and external requests made on behalf of the patient.*
- 3. Confidentiality:** *The RN respects patient confidentiality, sharing only what is needed to support patient-centred care and avoiding any sharing of information that could lead to judgement, stigma or shame on the patient.*
- 4. Training and Role Updates:** *As the team grows, the RN will work with the Health Director to support the onboarding of new team members and establishing a shared understanding of the RN's scope of work and integration within the broader team.*

There will be other responsibilities that emerge, and this job description will be reviewed and updated annually in partnership with the RN and the broader team promote a collaborative work environment.

Cultural competencies

Culturally safe and appropriate care is critical to who we are and how we work. We are seeking team members who are committed to a lifelong journey of learning and unlearning so that we can bring humility, kindness and safety to every health care experience. This means that all team members must:

- Recognize the importance of First Nations and Indigenous cultural identities as part of a healthy and balanced person and community. Specific to this role, this includes an understanding of the social determinants of health and how to access culturally appropriate supports and services.*
- Promote a culturally safe environment by implementing practises that respect and incorporate Indigenous ways of knowing and being.*



- *Understand and honour First Nations cultural principles, protocols and ways of healing that may be unique to traditional Western medicine.*
- *Work with patients, caregivers and families to all social determinants of health into treatment plan which fully integrating First Nations norms and ways of being from assessment, treatment, and evaluation.*

What you bring to the role

Qualifications, Education, Training and Experience

The Registered Nurse (RN) has completed a recognized Bachelors of Science in Nursing (BSN) or equivalent and brings a minimum of three years of recent and related working experience. Direct work experience in primary care, public health and/or chronic disease management is required and a strong asset is direct work experience in an Indigenous community and/or working with First Nations patients. The RN provides care that meets the standards for Registered Nurses with the BC College of Nurses and Midwives (BCCNM) as determined by applicable legislation and is currently practicing as a RN licensed by the College.

Skills And Abilities

- *Experience in delivering integrated holistic Indigenous approaches with Western approaches to medicine and wellness in a holistic care plan.*
- *Training in anti-Indigenous racism response, including cultural safety and humility and being trauma informed in the delivery of care.*
- *Demonstrates knowledge of nursing theory and practice and has in-depth knowledge of College standards for nursing.*
- *Demonstrates experience in the ability to plan, implement and monitor holistic care plans.*
- *Ability to communicate clearly and compassionately with patients and families to ensure their medical information, care and/or treatment plans, referrals and requirements for coordination are well understood.*
- *Exceptional inter-personal communications with other clinic staff, including clinicians, to ensure accurate and appropriate charting, monitoring, referrals and continuity of care.*

How to apply

If this sounds like the opportunity for you, please email your cover letter and resume, noting 'Registered Nurse' in the subject line, to careers@lchccare.ca you are interested to learn more about the Community Health Centre, please visit: www.lfls.ca/employment