



MUSQUEAM INDIAN BAND

6735 Salish Drive
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JOB POSTING

COMMUNITY HEALTH NURSE

Regular Part Time Position

The incumbent will work with individuals, families and groups in the community to promote health and wellness and to manage chronic diseases.

This position is responsible for prenatal education and regular follow-up of pre and post natal clients, diabetes self-management, chronic disease management, health promotion and disease prevention to the community as a whole, communicable disease prevention and communicable disease follow-up, mental health promotion, community nutrition promotion and family health promotion

Duties:

- Plans, coordinates and delivers mandatory Immunization and Communicable Disease Control program services, and as a member of an integrated health team, performs case monitoring and outbreak control functions.
- Working in the Musqueam community, collaborates with Health Directors, Health and Band staff, Community leaders and other health care team members to identify and define community health priorities, develop community health plans and programs that address the specific health needs of each community in the areas of Maternal/Child, Adult and Elder Health, Health Promotion and Environmental Health.
- Facilitates the planning of activities and strategies to support community in achieving healthy outcomes, and participates in the design and delivery of community health programs (including educational programs), that address health promotion, illness prevention and health protection across the lifespan (e.g. maternal, child and Elder health).
- Serves as a community level health resource and advocates for, and facilitates access to health and other community services, programs and funding (government and non-government), on behalf of assigned community and individual clients.
- Builds capacity by briefing external organizations on MIB's health services mandate and programs; maintains current knowledge of programs and services available through other agencies; promotes optimal wellness for individuals suffering from chronic illness through monitoring, education and counseling in partnership with other community health care providers; supports clients in their pursuit of culturally safe health care from external providers; and makes client referrals to doctors, other health providers, hospitals and clinics.
- Carries out community health projects [e.g. Women's Health Fair, Chronic Illness Pilot Project, Community Health Surveys], both independently and as a health care team member in select MIB Community; collects and compiles project data and

prepares analyses and reports.

- Maintains excellence in nursing practice through attendance at in-house and external professional meetings, in-services and conferences, and review of professional literature.
- Prepares and maintains hard copy and/or electronic client health records and other client related reports.
- Determines requirements and maintains supply levels for health programs, and ensures that medical and related equipment (e.g. Vaccine fridges) are in good working order.

Job Specifications:

Decision Making:

The position makes public health program, community, family and individual client recommendations and participates in decisions relating to such things as education and new program design, public health and communicable disease control program coordination and delivery, and community, family and individual client assessment, screening, evaluation and reporting (e.g. pre-and post-natal women, infants, children, individuals with chronic/long-term illnesses and the elderly).

The position provides general professional health advice and information to individuals, families and community requiring health support and access to services and advocates for and bridges gaps between community and external service agencies. The position also makes location specific, professional recommendations to Community leaders respecting development of Community Health and Emergency Preparedness plans.

The work is broad in scope and complex in terms of individual, family and community health challenges, needs and priorities; the strength of each community's health and related infrastructure; and community, family and individual capacity.

Professional judgement is required to identify, evaluate, recommend and/or undertake targeted interventions to address issues affecting the health of community, families and individuals (e.g. access to health care, environmental and housing concerns, geographic isolation, emergency response); to develop customized programs and services for each community, in consultation with community members, and based on the community's unique requirements and capacity; and to coordinate and respond to community public health incidents such as CDC outbreaks and end of life incidents where little or no support is available to the community.

As self-regulating professionals, Community Health Nurses require minimal supervision, however, professional direction, support and advice is provided by Health Manager and through adherence to MIB Nursing policies and CRNBC Standards of Practice.

Job Knowledge

The work requires the following knowledge, skills and/or abilities:

- Bachelor of Science, Nursing (BSN) degree, current practicing membership in good standing with the College of Registered Nurses of B.C., and/or eligibility for licensure with the CRNBC.
- current CPR/ AED Level C certification and current Immunization certification.
- two or more years' experience working as a Community Health Nurse in a rural/remote setting, preferably in an Aboriginal community setting.
- community health nursing concepts, principles, practices and theories inclusive of

- public health, communicable disease control and community development.
- knowledge of health promotion and prevention strategies (i.e. group education, community development, educational resource development, group facilitation and individual counselling).
- cultural competency in professional nursing practice and knowledge of traditional, homeopathic and other healing practices.
- skill and ability to exercise independent nursing judgment in a community-based environment, work collaboratively with team members and community at large.
- networking ability to foster effective contacts and networks with professionals in other organizations (e.g. VCH Public Health Nurses), and to collaborate with and exchange information on community health nursing issues with Health Directors, Band Administrators and Community Leaders.
- analytical and problem-solving skills and techniques to carry out community health assessments, identify and recommend/develop interventions to address multi-faceted community/public health problems and provide professional nursing advice.
- knowledge of the cultural traditions and practices in participating member Community and knowledge of the legacy of Residential Schools, colonization, assimilation and the impact of such history on the health of individuals and First Nations community.
- writing and editing skills to prepare proposals, a variety of nursing and health reports, client assessments, presentation and educational materials and correspondence for a variety of audiences.
- verbal and public speaking skills and the ability to present often complex health information in a non-threatening, culturally appropriate and clear manner, in order to provide health information and advice, and deliver educational programs to lay personnel as well as individuals, families and Community-level client groups.
- reading skills and the ability to interpret the underlying intent of written materials in order to understand key concepts and issues.
- skill in the use of workplace technology, i.e. computers, communications equipment, business software.
- current valid Drivers' License from B.C. or other Canadian jurisdiction.

Human Relations/Communications

External contacts are with hospitals, family physicians, other health providers, VCH public health professionals, Health Canada Environmental Health Officers, Community Leaders, Health Directors and Community Health Team members for the purposes of professional consultation and information sharing, to plan, conduct and assess community health nursing and related programs, to collaborate on client case management, and to provide professional nursing advice on Community Health plans, program proposals and responses to urgent Community health issues. Ongoing professional contact is also maintained with community clients.

Internal contacts with MIB Nursing and other staff are for the purpose of collaborating on community issues, sharing professional practice expertise and program support advice and assistance, contributing to Nursing program and policy development, participating in studies and special projects and serving on MIB and Nursing committees and working groups (e.g. Occupational Safety and Health Committee, Band Committees).

The work requires individual, group and process facilitation, persuasion and interpersonal communication skills, and the ability to effectively utilize dispute resolution methods and skills to advocate for Community and work collaboratively with Provincial, Federal and First Nations agency colleagues as well as Community Leaders, Health Team members and clients.

Working Conditions:

- Work is performed in an office environment and out in the community
- Occasional requirement for after hours availability in the event of a CDC outbreak.

Please apply by submitting a cover letter and resume to Musqueam Indian Band,
Human Resources, 6735 Salish Drive, Vancouver, BC, V6N 4C4,
Fax: (604) 263-4212
e-mail jobs@musqueam.bc.ca

Applicants of Musqueam and/or Aboriginal ancestry are encouraged to apply.

This posting will remain open until hired

**** Only short-listed applicants will be contacted.***