



# De dwa da dehs nye>s Aboriginal Health Centre

*We're Taking Care of Each Other Amongst Ourselves.*



## **INTERESTED APPLICANTS**

Please submit your resume  
and cover letter to:  
[humanresources@dahac.ca](mailto:humanresources@dahac.ca)  
or

Attention: Human Resources  
Aboriginal Health Centre  
678 Main Street East  
Hamilton ON L8M 1K2

Nya:weh / Miigwetch to all  
applicants

Only those selected for  
interviews will be contacted

**Deadline to Apply:**  
**February 12, 2021**

Please note that **ONLY**  
complete applications with  
cover letter will be  
considered.

***Preference is given to equal  
candidates of Indigenous  
Decent.***

## **Job Opportunity**

**Position Title:** Registered Nurse  
**Reports to:** Clinic Services Manager  
**Salary:** \$59,950 to \$75,000  
**Contract Type:** Full Time

## **Overview**

De dwa da dehs nye>s Aboriginal Health Centre's mission is to improve the health and well-being of Indigenous individuals, families and communities through wholistic Indigenous, Traditional and Western health care. As an Aboriginal Health Access Centre we provide a wide range of health and social services in the Hamilton, Brantford and Niagara region including Primary Care, Mental Health & Addictions Services, Health Promotions, Traditional Healing and Programs, Advocacy and Outreach, Housing Services and much more in partnership with local community organizations.

The job of the Registered Nurse (RN) requires a thorough knowledge of primary care nursing and the ability to function effectively in a team environment with physicians, nurses, allied health professionals and administrative staff. The role also requires a high level of interpersonal skills to interact with patients and their families. In addition, the RN possesses and utilizes the knowledge, skill and judgment to function autonomously within the RN full scope of practice while collaborating with other members of the multidisciplinary team to ensure optimal health outcomes.

This position will work at the Hamilton site location.

## **Roles and Responsibilities**

- Provide patient oriented, goal directed nursing care in accordance with the standards of care from the College of Nurses of Ontario
- Provide direct patient care in the clinic setting as well as scheduled home visits
- Deliver immunization programs, provide health assessments, design/follow health plans, and perform nursing interventions as required
- Work as part of an interdisciplinary team which provides shared care to support patient care
- Use knowledge, skill and judgment to triage incoming patient calls, assess patient's health needs, discuss test results and respond to questions as appropriate
- Participate in appropriate health promotion and prevention services
- Maintain accurate, concise and confidential EMR documentation to recall patients for health promotion and disease prevention follow ups
- Communicate ideas and concerns to the health care team and participate in problem solving
- Manage and re-stock/re-order emergency kit supplies, medications, oxygen tanks, defibrillators and other clinic supplies as needed
- Provide mutual support to other clinical staff, colleagues and other staff members
- Facilitate and coordinate clinical programs and involvement with system changes and improvements to enhance team and work processes, and patient care
- Participate in interdisciplinary team development activities
- Teach and mentor family medicine residents, nursing and other health professional students as appropriate

## Qualifications

- 1-3 years nursing experience, primary care or emergency care considered an asset
- Current certificate of registration in good standing from the College of Nurses of Ontario, possessing a medication administration certificate
- At minimum, a degree specific to a Registered Nurse.
- Experience working with Indigenous community members an asset.
- Knowledge of First Nations, Metis and Inuit culture and communities, as well as the social determinants of health that have the greatest impacts.
- Proof of Liability Insurance
- Excellent patient assessment and triaging skills including a Health Assessment course
- Excellent interpersonal, and written communication skills within an electronic environment, mandatory;
- Knowledge of Indigenous cultures, history, traditions and local communities, an asset;
- Able to respond to crisis situations with demonstrated critical thinking
- Basic Cardiac Life Support certification
- Advanced certification (such as Asthma Educator, Foot Care, Breastfeeding, Pediatrics Assessment, Wound Management etc.) is considered an asset
- Awareness of RPNAO and RNAO initiatives that promote best evidence based practice, such as the RNAO Best Practice Spotlight Organization initiative is considered an asset
- Valid Driver's License and access to a reliable vehicle
- Clear vulnerable sector criminal record check, required.
- Proficient Computer Skills

**De dwa da dehs nye>s Aboriginal Health Centre has developed a compensation philosophy that will allow the organization to retain, motivate and develop talented people who share our values and contribute to our success.**

**Competitive Wages & Salaries - Merit of Performance Increases -Health Insurance Plan - Health Benefits - Income Protection Benefits - Paid Leaves - Pension - Employer Health Tax**

### 100% Organization Paid Benefits

- ❖ Health Benefits
- ❖ Employee Life/ AD&D Insurance
- ❖ Dependant Life Insurance
- ❖ Employee Critical Illness Insurance
- ❖ Long Term Disability (LTD) Benefits
- ❖ Travel Accident Insurance
- ❖ Business Travel Life & Disability Insurance

### Retirement Benefits

- ❖ Healthcare of Ontario Pension Plan
- ❖ Immediate Eligibility
- ❖ For every \$1 you contribute, your employer is currently contributing \$1.26 – making HOOPP a cornerstone of your retirement savings.

### Paid Time Off Benefits

- ❖ Vacation - 6% (15 Days)
- ❖ Personal Days - 12 Annually
- ❖ Statutory Holidays - 13 Annually