



## **Job Posting: Registered Nurse (Permanent, Full-time, Part-time)**

Umbrella Multicultural Health Cooperative is a member-driven, not-for-profit, community health Centre (CHC). Our members are people who face language and cultural barriers accessing health care. Our mission is to provide practical access to affordable and holistic health care services that are appropriate in culture and language for those without access to health security.

We work with a Cross Cultural Health Broker (CCHB) Model. CCHBs are multicultural, multilingual health care workers who facilitate communication between patients, service providers and health and social service systems.

### **Summary of the Position**

Working with an interdisciplinary team, with an understanding and commitment to the community health centre and CCHB model, the Registered Nurse will provide specialized comprehensive and longitudinal primary care to attached and non-attached patients from self-identified populations of racialized immigrants, refugees, and asylum seekers that Umbrella Co-op CHC serves.

The Registered Nurse will provide patient and family centered care through a trauma informed approach to individuals, families and communities who experience language and cultural barriers accessing health services.

### **Duties and responsibilities**

In collaboration with the interdisciplinary team, including CCHBs and/or with interpretation through Provincial Language Services (PLS), the Registered Nurse:

1. Provides direct nursing care to patients of Umbrella Co-op CHC; assesses patients and collects information from a variety of sources using skills of observation, communication, data review and physical assessment; makes a nursing diagnosis of the patient's condition and determines whether the condition can be improved or resolved by an appropriate nursing intervention or through interventions and collaboration with other clinical staff.
  - a. With BCCNM certification, assessment, diagnosis, and treatment of specific acute and minor illnesses in adults and children in accordance with BCCNM guidelines and decision support tools within individual scope of practice.
  - b. Well-child care including assessment of growth and development, and family function.
  - c. Preventative care including cancer screening, chronic disease management, harm reduction services.
  - d. Perinatal care, including chest/breast feeding support, prenatal assessment and support, post-partum assessment and support, pregnancy testing and, pregnancy counseling (to include referral to abortion services if requested).
2. Processes physician or nurse practitioner orders by initiating unit standing orders, administering medications, carrying out treatments and monitoring and documenting the effects.
3. Establishes a therapeutic relationship with the patient through the use of interpersonal and interviewing techniques, in person and/or over the telephone, to ensure the patient's choice and autonomy in decision making and care planning including the patient's right to dignity and privacy.
4. Screens incoming and outgoing referrals, provides individualized patient assessments, inter-professional care planning and interventions when appropriate and referral services

- for patients with multiple complex conditions; assists patients to achieve an optimal level of function by facilitating timely and appropriate health services and utilizing a variety of resources and services; collaborates with the primary care provider, patient, the family/supports/caregivers, CCHBs, other health care professionals, clinics, hospitals and other community resources to identify and resolve patient care issues and coordinate the integration of care and services.
5. Develops a comprehensive shared patient care plan, in collaboration with the inter-professional team, primary care provider, CCHBs, patient and/or family, other healthcare providers and/or referring clinics; facilitates and supports the transition of the patient care plan to community agencies.
  6. Reviews patient care plans, in collaboration with the inter-professional team/primary care provider to determine timing and referral to other services and/or interventions to improve patient outcomes; initiates, monitors and evaluates the appropriateness and effectiveness of the short and long term care plan to meet specific patient goals; develops next steps in collaboration with the patient and family; develops and supports a patient care plans for achieving patient care goals across the care continuum.
  7. Discusses clinical findings with patient/family, in collaboration the inter-professional team to develop action plans and set goals directed at clinical needs, self -management, self-care and improved health related quality of life; accesses system information and resources to review patient data such as medical history, progress notes, consultation reports, lab reports and incorporates findings into the care plan; plans, organizes and establishes priorities by using resources effectively and efficiently; responds to unanticipated events and/or changing patient or service assignment needs, as needed.
  8. Arranges and participates in outreach nursing care to patients in their home setting or suitable alternative, as required; performs nursing functions such as assessment, determining physical and mental status, and evaluating response to medications administered; formulates and explains plan of care to patient/family or supportive care persons and provides advice to the patient and/or caregiver about available community resources.
  9. Provides health counselling to patients including education, self-management, self-monitoring, and wellness/health promotion/prevention through a combination of clinic, telephone, or home/outreach visits; assesses the learning needs of individuals, providing and explaining techniques and equipment, and evaluates the overall effectiveness of the selected teaching methods and outcomes of learning.
  10. Maintains clinical records such as intake screens, patient assessments, clinical interventions, treatment formulations, care plans and progress notes; maintains statistical information on patients in accordance with established policies, standards, and procedures.
  11. Provides input in the development of standards of care, policies and procedures and implements improvements in clinical practice, health care and health care services; participates in the development, implementation, and evaluation of quality improvement initiatives within the program by providing recommendations to the Co-Supervisors.
  12. Participates in CHC quality improvement and risk management activities by identifying patient care issues and collecting data; participates in research opportunities, as required.
  13. Attends and Participates in CHC organizational and team meetings as required.
  14. Performs other related duties, as assigned.
  15. Adheres to Umbrella Co-op CHC policies and procedures.

## **Qualifications**

### Education, Training, and Experience:

- Minimum two (2) year recent related experience in a community-based, multi-disciplinary setting practicing both sexual health and primary health care, or an equivalent combination of education, training and experience.
- Completion of a recognized Registered Nurse education program and current registration to practice in BC.

- Experience in primary care.
- Current HCP First Aid Certification.
- Adult and child immunization competency as per BCCDC.

**Skills and Abilities:**

- Commitment to the concept of the Community Health Centre as an effective means of achieving comprehensive health care.
- Ability to work in a respectful way with a wide range of patients.
- Ability to speak a second language from one of the communities Umbrella Co-op's serves is an asset – Arabic, Farsi, Dari, Pashto, Spanish, and/or Tigrinya.
- Demonstrated ability to complete initial and ongoing patient assessments and provide nursing care through therapeutic interventions.
- Demonstrated ability to communicate effectively, both verbally and in writing.
- Demonstrated ability to integrate and evaluate pertinent data from multiple sources to problem-solve effectively.
- Knowledge of broad health care services, community resources agencies and their role in providing a continuum of care.
- Ability to promote patient-focused care including sensitivity to diverse cultures and preferences.
- Ability to independently manage and prioritize patients with diverse healthcare issues.
- Ability to teach patients and others about topics essential to health care, health promotion and care self-management using care management principles.
- Ability to work effectively in a dynamic environment with changing priorities.
- Ability to work independently and as a member of an interprofessional team.
- Ability to take initiative and solve complex problems working independently and in a team environment.
- Demonstrated ability for relational practice, active listening, and building trust with all members of the community and inter-professional team.
- Ability to operate related equipment including applicable software applications.
- Physical ability to perform the duties of the position.

**Preferred skills and experience:**

- Familiarity working with OSCAR - Electronic Medical Records.
- Experience working in culturally diverse community-based setting.
- Working with diverse, immigrant, and refugee communities.

### **Working conditions**

As per the current Public Health Orders (Hospital and Community – Health care and other services), as of October 26, 2021, all employees working at Umbrella Multicultural Health Co-op must be fully vaccinated for COVID-19. Proof of vaccination status will be required.

---

**JOB TYPE:**

- Part-time: 15 hours per week, or
- Full-time: 30 hours per week
- Monday to Friday, evening and weekend work may be required.

**WAGE AND BENEFITS:** \$50.11 to \$54.33 per hour depending on experience, and a full range of benefits including extended health and dental benefits, paid vacation starting at 4 weeks, and a group retirement plan.

**EXPECTED START DATE:** As soon as possible. Posting will be published on our website until the position is filled.

**APPLICATION INSTRUCTIONS:** Please submit a one-page cover letter and your resume, all in one document, with the title: “[InsertYourName].RegisteredNurse” to info@umbrellacoop.ca

For more information, please visit our website at [www.umbrellacoop.ca](http://www.umbrellacoop.ca)

We kindly thank you in advance for your interest and application; however, only selected candidates will be contacted for an interview.