



### **Job Posting**

#### **Nurse Practitioner, Home-Based Primary Care Full-time, Permanent, 35 hours per week**

Unison Health and Community Services is a non-profit, community-based organization that serves neighbourhoods in North West Toronto. Operating out of five locations, Unison offers core services that include primary health care, case management and counseling, health promotion, Early Years programs, legal services, harm reduction programs, housing assistance, adult protective services, Pathways to Education and Diabetes Education Centre. Unison's mission is working together to deliver accessible and high-quality health and community services that are integrated, respond to needs, build on strengths and inspire change.

Unison is committed to working from an inclusive, pro-choice, sex positive, harm reduction, anti-racist, anti-oppression and participatory framework.

At this time Unison is looking for a keen and committed Nurse Practitioner to provide primary care services to home-bound frail seniors in the community. The successful incumbent also provides oversight and direction to staff related to the provision of this service to clients and as required, may lead or engage in efforts to mitigate client/staff issues.

Reporting to the Hub and Satellite Manager, Bathurst-Finch Site, this position is responsible for the development of programs that will provide community care services largely to frail seniors in the community to meet their primary care needs and prevent unnecessary visits to the hospital. The Nurse Practitioner will work with an inter-professional team, to provide primary care services for seniors that are complex, frail and marginalized with medical, functional, psychosocial and mental health issues. Working with the client services team and community services partners, the incumbent will ensure that quality client-focused services are delivered.

#### **Organizational Responsibilities**

1. Participate in team and organization-wide meetings and committees, initiatives and events.
2. Develop work goals in conjunction with supervisor, identifying action plans, learning objectives and professional development needs.
3. Participate in performance appraisal process including self-evaluation component.
4. Adhere to all policies and procedures of the organization.
5. Submit encounter data and/or statistics, administrative forms and reports in a timely fashion.
6. Orient, supervise and support students and/or volunteers as required.
7. Identify, report and debrief on client safety incidents, good catches, occupational health and safety incidents and near misses.
8. Other duties as required.

#### **Job-Specific Responsibilities:**

1. Perform clinical duties within the scope of practice, including assessments, diagnosis, treatment, follow up, counseling, screening, education and referral. Duties are usually performed in the community through home visits.
2. Collaborate with primary care physicians to focus on clients that are homebound and unable to access primary care services.
3. Provide consultation and support related to clinical care to front line staff and our partners.
4. Provide management/leadership in the development of new community services for frail seniors with respect to their primary care needs.
5. Provide feedback on performance and care standards of staff and care providers.
6. Provide supervision and clinical oversight including application of corrective and remedial actions, as required.
7. Provide education/training, knowledge management expertise and research as required.
8. Builds and maintains relationships with health and social service agencies and external service providers.

9. Participates as a leader in change management initiatives; acts as a champion for continuous improvement and participates in the development of policies, procedures, systems and tools to improve service delivery.
10. Interprets and implements organizational policy, union contracts, and any applicable legislation as required.

**Organizational Qualifications:**

1. Demonstrated ability to work effectively independently and as a member of a multi-disciplinary team.
2. Ability to work within a community-based context, with a culturally diverse community.
3. Effective communication, interpersonal, organizational and administrative skills, including computer literacy skills specific to job requirements.
4. Knowledge of issues affecting communities facing barriers to access in an urban environment.
5. 1-2 years' experience in a community-based setting.

**Job-Specific Qualifications:**

1. Registration in the Extended Class with the College of Nurses of Ontario.
2. Sound clinical judgment and strong health assessment and diagnostic skills.
3. Demonstrated ability to work effectively independently and as a member of a multi-disciplinary team.
4. 3-5 years' experience in a community-based setting or nursing experience in Primary Care/NP.
5. Excellent triage and clinical skills.
6. Willingness to teach /work with other professional disciplines and students.
7. Demonstrated knowledge and experience in group work and community development.
8. Demonstrated knowledge of, and sensitivity to, the impact of social, economic, environmental and cultural issues on diverse communities.
9. Knowledge of issues affecting communities facing barriers to access in an urban environment.
10. Familiarity with the social, economic and cultural conditions of the project's geographic area, experience in working with local service providers, community groups and networks, and an understanding of local issues and priorities are an asset.
11. Commitment to pro-choice philosophy.
12. Demonstrated commitment to equity goals and principles, to sexual and reproductive rights, to being youth positive, LGBTQ positive and sex positive and to being inclusive of diverse sexual and gender identities.
13. Ability to meet the expectation of providing trans care.
14. Excellent interpersonal, communication and organizational skills, including computer literacy
15. Excellent interpersonal skills with colleagues, students, community members, volunteers, etc.
16. Ability to work flexible hours.

**The successful candidates must be prepared to work in the community through home visits.**

Interested candidates are asked to email a résumé with covering letter by 5:00 p.m., Thursday, August 23, 2018 to:

Hiring Committee – Nurse Practitioner, Home-Based Primary Care  
Unison Health and Community Services  
[hirings@unisonhcs.org](mailto:hirings@unisonhcs.org)

**Please cite UN\_2018\_031 in the subject line of the email**

We welcome applications from people who are reflective of the diverse communities we serve, including those who might need accommodation.

Where needed, accommodations for applicants with disabilities will be provided on request, to support their participation in all aspects of the recruitment process.

While we thank all applicants for their interest, only those selected for interview will be contacted.