



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

Umbrella Multicultural Health Cooperative is a member-driven, not-for-profit, community health Centre (CHC). Our members are people who self-identify as facing language and cultural barriers to 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 inter-professional team, with an understanding of and commitment to the community health centre and CCHB model, the Registered Nurse will provide comprehensive and longitudinal primary care to 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 to accessing health services.

This is a part-time position of 25-28 hrs/week. Primary workdays are Monday to Friday, and some evening and weekend work may be required. This is a hybrid position, with some work being performed in an office/clinic environment and some work from home expected, as well as outreach to a variety of settings.

Hourly wage range is \$48 to \$58/hr, commensurate with experience and aligned with Health Authority rates and subject to related increases. This position is entitled to a full range of benefits including extended health and dental benefits, paid vacation starting at 4 weeks, and a group retirement plan. Funding for professional development and reimbursement of college fees is also included.

Duties and responsibilities

In collaboration with the inter-professional team, including CCHBs and/or with interpretation through Provincial Language Services (PLS), the Registered Nurse carries out the following activities:

- Provides direct nursing care to patients; assesses patients and collects information from a variety of sources, 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.
 - 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.
 - Supports well-child care including assessment of growth and development, and family function.

- Supports preventative care including cancer screening, chronic disease management, harm reduction services.
- Supports 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).
- Collaborates closely with physicians and nurse practitioners on administering medications, carrying out treatments and monitoring and documenting the effects.
- Supports incoming and outgoing referrals, provides individualized patient assessments, and develops, initiates, monitors and/or evaluates comprehensive shared patient care plans in collaboration with the inter-professional team, patient and/or family, and other healthcare partners as relevant. Facilitates and supports the transition of the patient care plan to community agencies when relevant.
- Provides a variety of types of individual or group health counselling to patients through a combination of clinic, telephone, or home/outreach visits. Supports evaluation of the teaching sessions as part of the overall evaluation framework for the team.
- Arranges and participates in outreach to patients in their home setting, mobile/pop-up clinic setting, or suitable alternative as required to perform the nursing functions mentioned above.
- Maintains clinical records and statistical information on patients in accordance with best practice and established policies, standards, and procedures.
- Attends and participates in care conferences, team meetings and broader organization activities as required.
- Provides input into the development of standards of care, policies and procedures and implements improvements in clinical practice, health care and health care services. Participates in quality improvement and risk management activities; participates in research opportunities, as required.
- Participates in or leads clinic administrative activities as required. This may include leading or supporting with scheduling of the interprofessional team, billing, leading team meetings, learning activities, and care conferences, and other as required.
- Performs other related duties, as assigned.

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.

- Strong interpersonal skills with the ability to build and maintain effective working relationships across programs.
- Demonstrated ability to complete initial and ongoing patient assessments in a primary care setting and provide nursing care through appropriate in-scope therapeutic interventions.
- Demonstrated ability to integrate and evaluate pertinent data from multiple sources to problem-solve effectively at the individual patient level and for bigger-picture evaluations.
- Ability to practice and promote patient-centered care including sensitivity to diverse cultures and preferences, and diverse healthcare issues. Proven ability to serve and engage with diverse, multicultural communities.
- Ability to work effectively in a dynamic environment with changing priorities, both independently and as a member of a unique interprofessional team.
- Ability to teach patients and others about topics essential to health care, health promotion and care self-management using case management principles.
- Demonstrated ability for relational practice, active listening, and building trust with all members of the community and inter-professional team.
- Knowledge of broad health care services, community resources agencies and their role in providing a continuum of care.
- Demonstrated ability to communicate effectively in English, both verbally and in writing.
- 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 including with diverse, immigrant, and refugee communities.
- 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.

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

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