

External Job Posting #120621B

Job Title: Nurse Practitioner

Location: Pacific Centre Family Services
Association Westshore Community
Health Centre Suite 200 – 324
Goldstream Avenue Colwood, BC
www.pacificcentrefamilyservices.org

Hours: To Be Negotiated
Will include evenings, Saturdays, & Outreach shifts

Remuneration: Individual Service Contract

The Westshore Community Health Centre (WSCHC) is a program of Pacific Centre Family Services Association designed to bring low barrier, trauma-informed coordinated care to the underserved populations of the Western Communities and their families.

The Nurse Practitioner (NP), as an integral member of the multidisciplinary Primary Care Team, will provide longitudinal primary care to individuals of all ages and their families, with a focus on those who experience barriers to health/health care due to the impact of inequity and the Social Determinants of Health (SDOH). Remuneration is via individual service contract allowing for team-based, focused client centered care falling within scope of practice as established by the Health Professions Act and the British Columbia College of Nurses and Midwives.

The priority populations of the Westshore Community Centre are as follows: people with moderate to severe mental health conditions, substance use disorders, multiple chronic health conditions, those who identify as Indigenous, gender diverse/LGBTQ2S, seniors with social determinants of health barriers and those with diversabilities.

Members of the multidisciplinary team at the Westshore CHC will include Family Physicians, Nurse Practitioners, Registered Nurses, Community Health Workers, Social Workers, Registered Clinical Counsellors, an Elder in Residence and all the associated administrative support.

Posting date: December 14, 2023

Closing date: Open until Filled Please submit

your resume and cover letter by email krakoz@pcfsa.org

Detailed job description is attached.

Primary Duties & Responsibilities

Nurse Practitioners at the Westshore Community Health Center, acting as MRP for a defined panel of patients, will provide comprehensive, team-based, longitudinal care to the priority populations identified above. Care will be across the full scope of primary care including but not limited to the following basic skills as well as an expected set of core skills required to provide the highest quality of care to the priority populations.

- Health promotion and illness prevention services; including, screening for early detection, intervention, and counseling to reduce risk; health assessments; immunizations; and link with community-based services providing social supports for individuals and families.
- Chronic disease management: early detection and primary treatment, service coordination, and referral to specialized service programs for clients with complex conditions/frailty. End of life care for the clients of the WSCHC.
- Management and coordination of client care across the spectrum of primary, secondary, and tertiary care: referral to specialists and other providers, case management, case conferences, and following up on consultative advice
- Primary reproductive care; sexual health, including prevention and management of sexually transmitted infections; organization of appropriate screening; collaborative provision of and/or arrangement with another provider for prenatal, postnatal, and newborn care.
- Care of gender diverse clients, including provision of gender affirming care.
- Primary mental health and substance use (MHSU) services, including assessment, diagnosis, and ongoing support for clients with MHSU conditions which are within the scope of practice for a Nurse Practitioner; access to harm reduction resources; shared care with community-based services, including social services; treatment and medication monitoring; referral to specialized service programs for clients with complex conditions. Care of clients with substance use disorders, including the provision of OAT (Opioid Agonist Therapy) where needed.
- Required activities will include a blend of pre-booked clinics for your panel of patients, case conferences, and team rounding with other team members (FP, RN, SW, CHW, MOA, PCN clinical Pharmacist), a share of evening and weekend urgent access shifts (for attached patients of the CHC as a whole), outreach and teaching shifts.
- All NPs will participate in an on-call schedule for patients attached to the WSCHC.
- Teaching and mentorship of different kinds of health professions learners at various levels of training.
- Participation in quality improvement initiatives which is compensated outside of the base group service contract.
- Continuing education relevant to the priority populations of the Westshore CHC.

Qualifications

Education

- Master's degree – Nurse Practitioner from an accredited university.
- Current registration, in good standing, as a Nurse Practitioner with the BC College of Nurses and Midwives (BCCNM), will consider Provisional Registration applicants.
- Ability to prescribe opioid agonist therapy, or a commitment to obtain education in the first year of employment.
- Valid BC Driver's License.



Experience

- Four (4) years of recent, relevant clinical nursing experience.
- A low barrier, harm reduction trauma informed approach with a social justice lens.
- Application of strategies or practices to address social determinant of health and health inequity.
- Strong appreciation of the need for safe environments in working with vulnerable clients from all walks of life. Experience in working in and supporting the safety of these environments strongly preferred.

Knowledge, skills & Abilities

- Ability to perform the full scope of FP duties and responsibilities.
- Works effectively as part of a multidisciplinary team, with other staff, with clients, their caregivers, and families. Ability to communicate and collaborate with clients and families about health findings, diagnosis, treatment, self-care, and prognosis.
- Ability to transfer knowledge, teach, coach and mentor others.
- Demonstrates conflict resolution, critical thinking, and problem-solving skills.
- Demonstrates ability to manage time and resources effectively, prioritizes and organizes work appropriately.

General Expectations

- Proof of full vaccination against COVID-19 is a condition of employment as per the PHO.
- The NP is responsible for their own professional proficiency by keeping up to date on relevant clinical and social developments potentially affecting practice.
- The NP will be required to participate in training in providing OAT, gender affirming care, and ongoing Cultural Competency work for care of Indigenous clients.
- Professional Liability Protection with Canadian Nurses Protective Society (CNPS).
- The NP is expected to become familiar with and be aware of all relevant policies and best practice standards of PCFSA and the CHC, as well as to contribute to appropriate organizational development activities and practices.
- Maintain a current First Aid and a current CPR Certification.
- Dedication to creating and maintaining a culturally safe workplace based on cultural humility, sensitivity, and awareness; ensuring cultural values and traditions are respected in all activities.
- The Nurse Practitioner may be expected to use their own vehicle during the course of employment. Maintaining a valid driver's license and adequate insurance coverage (of at least \$3,000,000) is required. Mileage will be reimbursed as per PCFSA policies and procedures.

Community Information

The region immediately west of Victoria, the capital city of British Columbia, is known as the Western Communities, or the West Shore, and stretches westwards from Esquimalt Harbour to Rocky Point, along the rocky shoreline of Juan de Fuca Strait.

This part of southern Vancouver Island was opened for farming in the 1860s to provide fresh produce for the burgeoning population of gold miners and attendant settlers in the nearby Victoria region. As such, the natural ambience here remains pastoral, particularly in Metchosin.

Today, the Western Communities is a largely residential and rural area of Greater Victoria, offering several excellent parks, golf courses and many other sports facilities. Western Communities comprises the communities of Colwood, Metchosin and Langford. Sooke is often included under the Western Communities, as is the residential municipality of View Royal and Highlands.

Population: 58,450

[Colwood](#)

Originally one of four large farms established by the Hudson's Bay Company in the 1850's to supply produce to the steadily increasing population of Fort Victoria, Colwood is now itself a thriving satellite city in the largely residential area of the Western Communities.

[Langford](#)

Situated between Colwood and the Malahat and incorporating the head of Finlayson Arm and Mount Finlayson, Langford offers an accessible diversity of beautiful parks and lakes and limitless recreational activities.

[Metchosin](#)

A rural community of wide-open spaces, pastoral countryside and bountiful farmland, Metchosin was first inhabited by Coast Salish peoples. Metchosin, or Smets-shosin as it is called in the Native Coast Salish language, was incorporated in 1984.

<https://vancouverisland.com/plan-your-trip/regions-and-towns/vancouver-island-bc-islands/western-communities/>

<https://www.goldstreamgazette.com/travel/discover-the-west-shore/>