Nurse Practitioner - NP Led Clinic at Scarborough Academy of Medicine and Integrated Health (SAMIH) (Military Trail)

Job Number: JR106174
Job Title: Nurse Practitioner - NP Led Clinic at Scarborough Academy of Medicine and Integrated Health (SAMIH) (Military Trail)
Union: ONA
Job Category: Nurse
Hospital Location: SAMIH - UTSC
Job Type: Permanent, Full time
Number of Positions: 1
Minimum - Maximum Hourly Rate: $70.59 - $78.59
Hours: Days, Weekends

Across our three hospitals and eight satellite sites, Scarborough Health Network (SHN) is shaping the future of care. Our many programs and services are designed around the needs of one of Canada's most vibrant and diverse communities. We are home to North America's largest nephrology program, as well as the designated cardiac care and spine centre for Scarborough and surrounding communities to the east. We are proud to be a community-affiliated teaching site for the University of Toronto and partner with a number of other universities and colleges, helping to train the next generation of health care professionals. SHN is the recipient of the 2021 Excellence in Diversity and Inclusion Award, from the Canadian College of Health Leaders, for our leading edge work on Communities of Inclusion, Inclusion Calendar, Health Equity Certificate Program and much more. We are also proud to be named Canada's Most Admired Corporate Cultures for 2023 – 2025 and Greater Toronto's Top Employers for 2026. Learn more at shn.ca

Job Description:

The Nurse Practitioner (NP) functions in an expanded role demonstrating a high level of autonomy and expert skill to support the care needs of our community who do not have a Primary Care Provider. The NP will formulate care plans and clinical decisions to appropriately manage acute/chronic illness and promote health and wellness for children, adults, and seniors. The NP will also assist with providing direct supervision, mentorship and practical training to Master of Nursing-Nurse Practitioner students from the Lawrence Bloomberg Faculty of Nursing (LBFN) at the University of Toronto. Leadership skills that display an understanding of the role in the clinic and attainment of goal specific outcomes.

The Nurse Practitioner will:

- Practice in accordance with the Regulated Health Professions Act, the Practice Standards set by the College of Nurses of Ontario and standards set out for the Nurse Practitioner.
- Active registration and good standing with the College of Nurses of Ontario as a Primary Health Care Nurse Practitioner and proof of professional liability insurance.
- Act within the scope of the RN-Extended Class (EC) which includes but is not limited to medical history-taking, advanced physical assessments, psychosocial assessments, diagnostic reasoning and development of treatment plans which also include health promotion/education/counselling, screening, referral, and follow-up.
- Act as a preceptor to NP students by providing orientation, supervision, and ongoing mentorship to students in the clinical setting, including facilitating learning, delivering regular feedback, monitoring progress, and completing required evaluations to support the achievement of program competencies and successful placement outcomes.
- Liaise with faculty and staff from the LBFN to ensure high-quality practicum learning environments for NP students placed at the U of T Scarborough Campus clinic.
- Diagnose, treat, and prescribe within the scope of RN-EC, while adhering to evidence-based practice.
- Work within a health care framework which emphasizes health promotion and education, disease prevention, and recognizes the special risk factors (social, physical, psychological, etc.) which may affect the health of clients.
- Order and interpret diagnostic imaging reports within the scope of RN-EC.
- Implement appropriate health promotion, disease prevention and chronic disease self-management strategies for patients and families.
- Take accountability and responsibility for making referrals to various clinical resources, liaising between hospital, specialists, and community services as the patient's advocate.
- Arrange physician consultation if illness or treatment is outside NP's scope of practice.
- Support evaluation and quality improvement activities to assess impact and outcomes and determine strengths, opportunities, and future directions of the clinic.
- Proficient in using electronic medical records (EMR) systems (EPIC) and other healthcare technology commonly used in Ontario's primary care setting.
- Utilize primary care metrics, including client experience results, outcome measures and information about perceived needs obtained through client encounters to develop responsive interventions for client care

Requirements:

- Master's prepared NP.
- Current registration and a member in good standing in the Extended Class with the College of Nurses of Ontario.
- The successful candidate will be expected to obtain and maintain an Adjunct faculty appointment with the University of Toronto.

- Strong knowledge and understanding of all-ages primary health care, chronic disease prevention and self-management, preferably in a community setting.
- Evidence of effective organizational, interpersonal, communication, leadership, judgment, critical thinking and decision-making skills.
- 3 years recent clinical work experience as a NP with community experience preferred.
- A minimum of 5 years clinical experience as a Registered Nurse in Acute Care setting.
- Demonstrated ability to exercise independent judgment and to assess situations and problems efficiently and effectively.
- Excellent verbal and written communication skills.
- Strong interpersonal, leadership, organizational and complex problem-solving skills.
- Ability to promote professional education and advanced knowledge through research and the evaluation/quality improvement activities related to the care of patients throughout the continuum.
- Ability to exercise initiative and observe strict confidentiality.
- Proven good attendance record with capability of maintaining this same standard.
- Demonstrates values consistent with the University of Toronto and Scarborough Health Network Code of Conduct and is committed to fostering a healthy and positive work environment in accordance with Health & Safety policy and legislation.
- Demonstrated ability to facilitate and sustain a safe and supportive learning environment in the clinical setting.
- Engages in ethical conduct and strives to understand and appreciate the diversity of our patient/staff population and community.
- Utilize protective equipment provided and identify and reports hazards.
- Current Basic Cardiac Life Support (BCLS) certification required.
- Excellent work performance and attendance record.

Additional Assets:

- Specialty certifications
- Chronic disease self-management training
- Diversity, equity, and inclusion training preferred
- Membership in professional organizations preferred
- Ability to speak another language

Physical Demands:

- Sitting, standing reaching, bending

This opportunity is posted to support the recruitment of an existing vacant position.

Accommodation and Diversity Statement:

Scarborough Health Network (SHN) embraces and celebrates our community's unique multicultural heritage and diversity. SHN is an equal opportunity employer, dedicated to a culture of inclusiveness and diversity reflecting our diverse patients, staff and community alike.

We are committed to fostering an environment of equity and inclusivity where every person can work and receive care safely, openly and honestly. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, nation of origin, genetics, disability, age, veteran status, marital or family status, belief system, or other factors related to one's personal identity and/or values.

We are committed to providing barrier-free and accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Should you require accommodation through any stage of the recruitment process, please make them known when contacted and we will work with you to meet your needs.

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