



Job Posting #2024-017
Internal/External Posting
Posting Date: Feb. 16, 2024
Closing Date: Feb.23, 2024
Union: MNU

COMMUNITY HEALTH NURSE (Nurse 3)
Hummingbird (formally SV&IPV) / STBBI / PRIMARY CARE (Nurse 3)

CASUALS

HOURS OF WORK: Days/Evenings/Weekends

START DATE: Date of Hire

SITE: Klinic and Ka Ni Kanichihk, with the possibility of other locations within Winnipeg

About Klinic

Klinic Community Health is a pro-choice community health centre that provides healthcare, education and counselling services to our local community and throughout Manitoba. Driven by our vision of creating healthy and engaged communities, we promote health and quality of life for people of every age, background, ethnicity, gender identity and socio-economic circumstances. Klinic remains deeply rooted in the core value of social justice for all, recognizing that there are diverse needs and experiences for people who are most impacted by discrimination and oppression.

About Ka Ni Kanichihk

Ka Ni Kanichihk (pronounced Ga Ni Ganichick) means “those who lead” in the Ininew (Cree). Ka Ni Kanichihk was established in 2001 by visionary community leaders and Elders who understood that Indigenous-designed and led programs and services are essential to bringing about meaningful social transformation. Ka Ni Kanichihk is one of only a handful of Indigenous-led organizations in Winnipeg and supports people throughout their journeys. Ka Ni Kanichihk offers dozens of community programs including culturally based support and advocacy services for Indigenous women and those who are gender-diverse who have experienced gender-based violence. All Ka Ni Kanichihk programs are embedded in culture.

POSITION SUMMARY

This position provides primary health nursing care to individuals, groups and/or community and applies principles of population health by collaborating to implement strategies to prevent illness and injury, e.g. immunization, communicable disease and harm reduction strategies. In addition, the position provides direct nursing care to clients

within speciality clinics (e.g. Hummingbird (formally know as the Sexualized Violence and Intimate Partner Violence program), Sexually Transmitted and Blood Borne Infections program).

The position works independently at, and in a variety of community settings including Clinic and Ka Ni Kanichihk, to facilitate access to services, care, and healing as part of a multidisciplinary team that includes advocates, cultural support and healing, counsellors, nurses, physicians, and support staff. They collaborate with others including health and legal professions and act in a leadership role within the team to facilitate the coordination of services, care, and healing in a comprehensive and culturally appropriate manner.

They lead discussion and facilitate efforts to advance awareness, advocacy, and education in the community with key stakeholders regarding the services and related delivery and navigation of services within both the community and hospital sites.

QUALIFICATIONS:

- Minimum of 5 years working as a nurse is preferred.
- Bachelor of Nursing preferred (equivalent combination of experience and education may be considered).
- Must have the demonstrated ability to apply culturally relevant and appropriate approaches with people from diverse cultural, socioeconomic, and educational backgrounds, sexual minorities, and persons of all ages, genders, health status and abilities.
- Preference will be given to those applicants competent in an Indigenous language and/or knowledge/lived experience in Indigenous customs, traditions, and values.
- Minimum three years recent related nursing experience required (specific recent experience may be required in designated areas)
- Active registration in the College of Registered Nurses of Manitoba as authorized prescriber notation (RNAP), Reproductive health, sexually transmitted infections and blood borne pathogens strongly preferred.
- Knowledge and skill in the assessment, diagnosis, epi-treatment/treatment and follow up of sexually transmitted and bloodborne infections and emergency contraception
- Successful completion of the Sexual Assault Nurse Examiner (adult/adolescent) course preferred or be willing to obtain within 6 months of employment
- Current forensic nursing experience preferred.
- Knowledge of Standards of Practice and Code of Ethics for Registered Nurses/Licensed Practical Nurses of Manitoba or equivalent).
- Knowledgeable of PHIA legislation and its application.
- Demonstrated clinical skill in physical assessment and nursing intervention. Demonstrated ability to work independently and collaboratively as a member of a multi-disciplinary team.

- Current CPR certification.
- Valid driver's license and access to a vehicle may be required.
- Knowledge of community resources.
- Working knowledge of basic computer usage and Microsoft Office
- Experience with electronic medical records (particularly Accuro) is an asset.
- Demonstrated effective communication skills.
- Demonstrated ability to contribute to a positive work environment.
- Experience in development and evaluation in Health Promotion and Education programs as asset

ACCOUNTABILITY:

- Reports to the Clinical Manager, Health Services.
- Consistent demonstration of alignment with Klinik Vision, Mission, and Values.
- Demonstrated commitment to person centered, trauma informed and culturally safe care, identifying and addressing racism and oppression within procedures and practices.
- Adheres to CRNM Standards of Practice, Code of Ethics, facility mission/values and policies.
- Mandatory legislated reporting.
- Management of forensic evidence including chain of custody.

RESPONSIBILITIES:

Services to Client/Staff/Community

- Provides primary health nursing care to individuals, groups and/or community.
- Applies principles of population health by collaborating to implement strategies to prevent illness and injury, e.g. immunization, communicable disease and harm reduction strategies.
- Promotes equity for high-risk clients (e.g. elderly, adolescent, mental health diagnosis) and groups experiencing lower health status due to multiple social health determinants (e.g. lower income, education, language barrier, housing instability).
- Considers population diversity in providing direct client care, program development and delivery, and evaluation.
- Applies culturally relevant and appropriate approaches with people from diverse cultural, socioeconomic and educational backgrounds, sexual minorities, and persons of all ages, genders, health status and abilities.
- Uses harm reduction approaches when appropriate.
- Documents accurate and pertinent client information in a timely manner.
- Encourages maximum independence and accountability for self-care according to the client's capacity.
- Provides information, educational support and/or advocacy to clients.
- Provides information on the phone and assists (in phone and in person) with triage of clients.
- May participate in the training, supervision, and evaluation of volunteers.

- May be required to work a variety of shifts including evenings and weekends.
- Works autonomously in Nurse Managed clinics (e.g. SV&IVP, STI Klinik).
- Works as part of an interdisciplinary team.
- Provides case management and leads team, acting as first contact in the collaborative care of high needs clients.

Program Development

- Recommends policies and procedures related to health promotion, education, and prevention.
- Participates in program planning, development, evaluation and quality monitoring including completing daily statistics.

Other:

- Assists in the orientation and training of new staff members and students.
- Participates in training courses and in services offered elsewhere and by Klinik in order to maintain and improve quality of service.
- Attends staff meetings as required.
- Works in conjunction with Klinik staff and external agencies as is necessary to ensure a collaborative approach to meeting health care needs.
- Maintains scope of practice with program approved practices and procedures.
- Maintains competency by working a set number of shifts on a regular basis as specified by the Program.
- May be called upon to testify in a court of law.
- Participates in formal self-evaluations by identifying strengths and limitations.
- Seek appropriate supervision/consultation of own actions.
- Adheres to all agency policies, procedures, protocols and promotes best practice.
- Performs other duties and functions related to their job description not exceeding above stated skills and capacities
- Subject to immunization and tuberculin skin testing as per Klinik policies
- Satisfactory Criminal Record, Child Abuse and Adult Abuse Registry checks

Physical Demands/Work Conditions:

- Busy clinics.
- May be required to travel to sites within the Winnipeg area to provide services.
- Smudging occurs at the Klinik, Ka Ni Kanichihk and other community sites.
- Must be capable of performing duties related to the position, including assisting clients with physical and mental challenges, lifting clinic equipment and teaching materials, and arranging meeting rooms for groups.

SALARY RANGE

\$40.726 - \$50.091 per hour

APPLICATION PROCESS

- Application Deadline: February 23, 2024
- Email cover letter and resume to: jobs@klinik.mb.ca
- Please note “Job Posting #2024-017” in the email subject line

Klinik is committed to working towards having a more equitable and diverse work force at all levels of our organization. We welcome and encourage persons who reflect the diversity of the communities we serve to apply, those who identify as Indigenous, Black, Persons of Colour, 2SLGBTQQIA+, and/or those living with disabilities. Applicants are invited to self-declare in their cover letter.

Accommodations are available upon request during the assessment and selection process. Applicants are asked to please self-declare in their cover letter.

Thank you for your interest. Only candidates selected for an interview will be contacted.