



**Ingersoll**  
**Nurse Practitioner-Led Clinic**



**Nurse Practitioner Lead / Clinical Director**

The Ingersoll Nurse Practitioner-Led Clinic is seeking a highly skilled and experienced **Lead Nurse Practitioner** with a passion, to provide primary health care services within their full scope of practice, combined with offering leadership and support to a dynamic inter-professional health team.

Under the direction of the Board, the Lead Nurse Practitioner/ Clinical Director will work collaboratively and with the Clinic Manager. The Clinical Director is responsible for the coordination of services and programs of the clinic and serves as the senior clinical official for the organization and is responsible for providing strategic leadership, clinical quality, management of clinical risk, and effective clinical management of the organization.

This position is responsible for the guidance and annual performance appraisal of a clinical staff, including NP's, RPN's, RN's, Counsellors, and will be required to work collaboratively with the consulting physician and other service providers. The NP Lead will have a good understanding of various related Ministry of Health and Long Term Care directives and initiatives, and feel comfortable navigating and networking at this level.

The ideal candidate will have advanced knowledge and skills in assessment, nursing, medical diagnosis, intervention, treatment management, drug therapy and referrals functions which are shared with collaborating physician. The NP Lead will have a patient roster and work with a team to provide family and client centered care.

Time management skills are key in this role, as well as effective and supportive leadership skills for a team that values positive work/life balance to ensure quality care to patients.

Nurse Practitioners are Registered Nurses in the Extended Class and must uphold the standards outlined in the College of Nurses: Practice Standard for Nurse Practitioners and shall demonstrate the Canadian Nurse Practitioner core competencies;

## **Health Assessment and Diagnosis**

- Provides ongoing comprehensive primary health care to clients of all ages within the scope of the RN-EC, including assessments, diagnoses, counseling, screening, referral, education, treatment and follow-up
- Spends adequate time with clients to determine the presence of existing and potential health problems, with a major focus on lifestyle, psychological, socio-cultural and environmental risk factors that may influence the client's health status (done so personally or by referral to, or in consultation with other service providers and programs in the community)
- Supports clients and their families to take increased responsibility for their health by involving them in risk factor and health problem identification, goal setting and the choice of interventions for disease treatment, prevention and health promotion
- Ensures appropriate, comprehensive treatment and continuity of care through maintaining complete, accurate and timely records
- Sees clients during regular and extended hours at the clinic on both a scheduled and urgent basis, and in the community through outreach and home visits as assigned
- Participates in primary health care program and service delivery within the broader community context in partnership with other institutions and agencies as required

## **Therapeutics**

- Determines the need for orders and interprets screening and diagnostic laboratory tests, chest and limb x-rays and diagnostic ultrasounds
- Initiates and manages the care of clients and/or monitors the ongoing therapy of clients with chronic stable illness by providing pharmacological, complimentary and counseling interventions within the scope of practice
- Prescribes designated drugs
- Determines the need for, and may suture tissue in and above the fascia

## **Health Promotion and Disease Prevention**

- Implements strategies to promote health and prevent disease in individuals, families and groups
- Initiates or participates in implementation of new methods of client assessment and therapeutic techniques

## **Family Health**

- Counsels individuals and families on health-related lifestyle issues in a non-judgmental manner
- Uses family assessment tools to evaluate family strengths and needs, reinforcing these strengths and identifying broader implications for health within the family

### ***Community Development and Planning***

- Synthesizes information from individual clients to identify broader implications for health within the family and the community
- Promotes awareness of the Ingersoll NPLC programs and participation by the community
- Participates in program development, delivery and evaluation within the broader community context in partnership with other institutions and agencies as may be required from time to time

### ***Team and Health Centre Responsibilities***

- Promotes and participates in an interdisciplinary team model and collaborates with providers and client for management of care and referrals
- Provides consultation services to community groups, agencies and INPLC staff
- Participates in the development and evaluation of policies, protocols and procedures to improve client care and to promote cooperative and efficient staff functioning
- Initiates, participates or leads practice management rounds, case conferences or in-services to ensure interdisciplinary review and discussion of complex cases

### ***Education, Research, and Professional Development***

- Initiates appropriate liaison with educational and other institutions to promote the availability of the INPLC as a learning site for undergraduate and graduate students of nursing, including those seeking Extended Class license, and participates in the training of other health professional students as needed
- Participates in nursing/interdisciplinary research with colleagues internal and external to the INPLC as appropriate
- Maintains current all licenses, certificates, standards and memberships as may relate to the ability to practice
- Participates in INPLC and Board of Director committees, work groups and projects as required

### **Major Job Responsibilities:**

- Provide primary health care services and clinical health assessments, diagnosis to clients (individuals, families and groups) to promote a healthy lifestyle, to prevent and/or reduce incidence of disease and disability.
- Develop a plan of care based on patient needs, independently or in consultation with a collaborating physician and other members of the clinical team.
- Develop collaborative relationships with local area NPs and the regional NPAO chapter (for patient care needs, networking, resource sharing and to meet College of Nurses of Ontario Quality Assurance expectations)

- Liaise directly or coordinate another team member to link with community service organizations, agencies, hospitals to support the development of a primary health care network and reciprocal referral relationships.
- Develop and coordinate clinical team to ensure regular meetings, communication among team members and effectively resolve staff problems as they arise.

### ***Specific Patient Targets***

- Will maintain a target 500-600 patients
- Provide clients with an average appointment time of 30 minutes with the exception of those where an interpreter is engaged or when examinations and procedures require more time
- Follows the recommendations and mandates set forth by the MOHLTC for NPLCs

### **Working Conditions:**

- Full-time
- Attractive group health benefits plan
- Participation in HOOPP
- Monetary Assistance with Professional Development
- Travel within the community

### **Skills & Qualifications:**

- Bachelor of Science in Nursing, with preferred Masters of Nursing
- Current Registered Nurse Extended Class registration and a member in good standing of the College of Nurses of Ontario
- Completion of a leadership training program
- Ability to work flexible hours and ability to travel as required
- Minimum of five years of primary care experience preferred
- Minimum of five years of leadership experience
- Demonstrated ability to work effectively in a team environment
- Proficiency in the use of computers and various necessary software applications
- Excellent written and oral communication
- Excellent organizational skills
- Current proof of professional liability insurance if not covered under CNPS from the Canadian Nurses Association through membership of the Registered Nurses Association of Ontario (RNAO)
- Current Basic Cardiac Life Support certificate
- Current police vulnerable screening check required annually

Interested candidates are asked to send cover letter, and resume to Stephanie Nevins-Clinic Manager [snevins@ingersollnplc.ca](mailto:snevins@ingersollnplc.ca)