



NURSE PRACTITIONER
Loch Lomond Villa, Inc.
Saint John, New Brunswick

SUMMARY OF POSITION:

Loch Lomond Villa is a community of health and social care professionals dedicated to enhancing the lives of those who proudly call us home. Through our comprehensive, person-centred approach, residents receive innovative, expert care grounded in compassion, dignity, and respect. Guided by our core values and our Planetree Continuing Care Philosophy, we foster meaningful relationships with residents, families, staff, and the broader community. Loch Lomond Villa is nationally accredited by Accreditation Canada and is the second-largest Planetree Designated Continuing Care Community in the world. As the second largest nursing home in region 2, we have proudly served our community for over 53 years.

The Nurse Practitioner works autonomously to diagnose, order and interpret diagnostic tests, prescribe pharmaceuticals, and perform procedures within the legislated scope of practice and where required. The NP provides direct care and partners with other members of the health care team including the House Physician and the Medical Advisor. The NP works in close collaboration with Physicians and interdisciplinary teams to support the wellbeing of residents and their families living in long term care in New Brunswick.

The NP is engaged in interprofessional collaboration, offering evidence based clinical expertise to inform care plans that fit with resident/family goals, using effective communication strategies, shared decision-making, and mutual support.

The NP supports a commitment to ongoing quality improvement, continuous exploration and implementation of new approaches, learning, teaching, and mentoring.

KEY ACCOUNTABILITIES and/or RESPONSIBILITIES

Interpersonal (Communication) Skills

- Communication is more complex, involving some understanding and interpretation in answering inquiries. Uses various communication strategies and resolves escalating issues. Contact is broad and crosses multiple levels of the organization.
- Problem Solving and Independent Judgment
- Many tasks involve problem solving. Problems may not be readily apparent as symptoms may be vague, and facts may be incomplete. Solutions and decisions require interpretation of information using independent judgment and assessing risk. Complex problems are escalated to supervisor.

Individual Health

- Demonstrates advanced knowledge and synthesis of advanced nursing practice within a clinical specialty.
- Perform comprehensive health assessments and physical examinations of individual residents, using assessment techniques relevant to a resident's condition, culture, and stage of development and data from multiple sources.
- Makes clinical decisions within a clinical specialty for the purpose of making a diagnosis or assessing the effectiveness of treatment.
- Orders and interprets relevant screening and diagnostic tests, within their scope of practice.
- Selects, recommends, prescribes and monitors the effectiveness of drugs and interventions.
- Performs procedures (invasive/non-invasive) to restore, regain or maintain physiological stability of resident as required by context of practice.
- Initiates referrals and coordinates care with other health care providers and community agencies.

- Provides counselling and education.
- Monitors, communicates, and documents residents' response to treatment and interventions, health status and outcomes with residents, families and/or substitute decision makers.
- Admit resident in designated services/programs of care and coordinates care as most responsible health care providers in collaboration with other disciplines in care of residents to provide excellent service and continuity of care.
- Accept referrals from physicians and other health providers, as appropriate.

Health Promotion and Illness Prevention

- Partner with residents in decision-making and promote effective self-management and behavior change strategies.
- Use strategies that address the broad range of health determinants in developing plans to promote health and prevent illness and injuries within a culturally appropriate lens.
- Collaborate with residents, families, team members and community members/ partners in addressing health promotion and illness prevention needs, building community resources and linkages.
- Work in partnership with identified stakeholders, including community members, in understanding community assets and needs, in developing and implementing health promotion and illness prevention programs building on community resources and linkages.
- Use principles of community development and capacity building in promoting and advocating for healthy public policy
- Explore and apply data from a variety of sources to plan programs, evaluate and identify quality improvement opportunities.

Advocacy

- Promotes and supports continuity of care by involving residents, family, and members of the health care team as appropriate and uses established strategies to ensure accurate and timely transfer of information at transition points.
- Initiates and/or contributes to the development of an integrated interprofessional plan of care as needed that extends within and across care settings
- Professional Accountability and Leadership
- Provide leadership and champions' strategies for effective interprofessional team building, interpersonal communication, conflict resolution and collaboration.
- Demonstrate reflective practice and participate in lifelong learning for continued professional development.
- Participate in health care research activities.
- Provide clinical supervision, preceptorship, education and mentoring for health care providers and learners within health care disciplines as required.
- In collaboration with team and the Director of Care, develop and provide education and clinical leadership to the interprofessional team related to best practices.
- Demonstrate understanding of and respect for the scope of practice and expertise of other members of the health team and community agencies.
- Integrate the principles of collaboration and collegiality in working with other members of the health team and community partners, focusing on identified areas of shared practice and competency.
- Participate and provide leadership in developing policies and conducting research relevant to the coordination, delivery and evaluation of healthcare services in their focus of practice.
- Participate in the establishment of priorities, the management of resources and the making of modifications to meet changing needs consistent with organizational and community needs.

Additional Responsibilities

- Safeguards the trust of residents and ensures information is shared only with the residents' permission or as legally required through the Personal Health Information Act (PHIA).
- Applies and promotes principles of equity and fairness.
- Maintain and promote health and safety standards and procedures to a level consistent with recognized national and provincial standards, including ethical guidelines.
- Hold in confidence all matters pertaining to residents, staff and the organization.
- Participate in appropriate committees, as required
- Perform any other related tasks and duties that may be assigned or required.

REQUIRED TECHNICAL SKILLS & KNOWLEDGE

- Assessment and Intervention – Demonstrated ability to complete initial and ongoing client assessments (clinical and diagnostic reasoning), care planning, case management, evaluation of client competence in self-care and other relation outcomes coupled with the provision of nursing care. Recognizes and obtains any additional education or skill development for competence in meeting needs of residents and families across the lifespan and practice settings encountered.
- Communication – Demonstrated ability to communicate effectively with residents, families, public, community partners, primary care team members and other professionals and agencies using verbal, written and computer communication means.
- Critical Thinking – Demonstrated critical thinking skills within scope of practice including clinical judgment and problem-solving skills and the ability to integrate and evaluate pertinent data (from multiple sources) to problem-solve effectively.
- Human Caring and Relationship Centered Practice – Demonstrated leadership capabilities and strong ethical standards and a commitment to professional development and life-long learning. Ability to promote client focused care that demonstrates care for and with clients and significant others, sensitive to diverse cultures and preferences, client advocacy and social justice concerns.
- Holistic Care- Strong understanding of health promotion, population health, and the determinants of health theory and practice.
- Teaching – Ability to transmit information grounded in behavior change and principals of self-management intended to instruct clients and others about topics essential to health care and well-being. Demonstrated ability in applying new and innovative technologies and strategies for education and resident counselling.
- Management – Manages time and resources, implementing activities to promote cooperation among relevant others, collaboration across disciplines and related activities.
- Leadership – Promotes staff morale, cooperation, assertiveness and risk-taking, creative planning for change and innovations, implementation policies or other protocols, and ongoing professional development of self and others.
- Knowledge Integration – Using factual information, prior learning and basic principles and procedures to support decisions and actions with relevant research-based evidence. Integrates best practice from nursing and health-related disciplines and the humanities, arts and sciences disciplines into professional practice. Commitment to continuous learning for self, interprofessional team and supportive of interprofessional health discipline students through formal/informal mentoring opportunities.
- Knowledge and experience with Microsoft Office Programs, including Outlook.
- Experience with ability to organize and maintain client health records within an EMR including continuous learning around EMR functionalities is considered an asset.

QUALIFICATIONS

- Successful completion of a master's degree in nursing with Clinical Nurse Practitioner Certification
- Current registration with the New Brunswick College of Nursing as a Nurse Practitioner in good standing.
- Experience considered an asset
- Bilingualism in French/English
- Previous experience supporting the admission and discharge of vulnerable populations with complex social situations; implementing care plans and identifying resources that will give the resident every opportunity to live with dignity throughout their time with Loch Lomond Villa
- CNA Certification in relevant field would be an asset (i.e. Gerontological Nursing)

Loch Lomond Villa offers a competitive salary, benefits, pension, and so much more!

If you are interested in this exciting career opportunity, please send your cover letter and resume via email to:

Esmeralda Gutierrez
Recruitment Coordinator
Email: hr@lochlomondvilla.com

We thank all those who apply, however only those selected for further consideration will be contacted.