



EMPLOYMENT OPPORTUNITY

External Posting

Norway House Cree Nation – Health Programs – Primary Care Clinic is seeking a:

Primary Care Registered Nurse (RN)

FULL-TIME PERMANENT – 1.0 EFT

MNU Local 139 Bargaining Unit

This position is covered by the Norway House Cree Nation Nurses Local 139 Collective Agreement. Preference will be given to qualified applicants within the bargaining unit, respecting the applicable provisions of the Collective Agreement.

Information regarding the applicable nursing classification and associated salary is available by contacting the Employer directly.

POSITION SUMMARY

Under the supervision of the Nurse in Charge, the Primary Care Registered Nurse (RN) provides comprehensive nursing care to individuals and families accessing services through the NHCN Primary Care Clinic. The RN works to full scope of practice and supports assessment, treatment, health promotion, disease prevention, chronic disease management, care coordination and follow-up.

The RN works within a team-based model of care, collaborating with physicians, nurses, allied health professionals and other health and community programs to support timely, coordinated and culturally safe care. The RN supports connections across the continuum of care, recognizing the importance of addressing the broader health and wellness needs of individuals and families. Nursing practice is grounded in a community-focused, trauma-informed and collaborative approach and is provided in accordance with applicable legislation, College of Registered Nurses of Manitoba (CRNM) practice expectations, established clinical protocols, and NHCN policies and procedures.

Specific Duties & Accountabilities

- **Patient Assessment & Nursing Care:** Conduct comprehensive and focused nursing assessments, including health histories, vital signs, physical assessments, symptom assessment and identification of changes in health status. Develop and implement appropriate nursing interventions within RN scope of practice.
- **Primary & Preventative Care:** Provide nursing care, health screening, prevention, health education and follow-up to individuals and families across the lifespan, supporting early identification and management of health concerns.
- **Chronic Disease Management:** Support assessment, monitoring, education and follow-up for individuals living with chronic conditions and collaborate with the broader healthcare team to support continuity of care.
- **Clinical Procedures:** Perform nursing procedures within RN scope of practice, including specimen collection, injections, wound care, medication administration, health screening and other clinical procedures as required.
- **Medication Management:** Administer medications and treatments in accordance with authorized orders, established clinical protocols and applicable nursing requirements. Monitor therapeutic response and identify and escalate adverse reactions or other clinical concerns as required.
- **Referrals, Care Coordination & Community Connections:** Coordinate and follow up on referrals, diagnostic investigations, specialist services and other health and community supports. Work collaboratively within a team-based model of care with physicians, nurses, allied health professionals and other NHCN programs and community-based services to support continuity of care, appropriate referrals and coordinated responses to individual and family needs.
- **Team-Based & Integrated Care:** Work as an active member of the interdisciplinary primary care team and collaborate across NHCN health and community-based programs and services to support coordinated, person- and family-centred care. Participate in case coordination, care planning, referrals and collaborative approaches that connect individuals and families with the appropriate clinical, wellness and community supports.



- **Patient & Family Education:** Provide culturally safe health education and counselling to individuals and families regarding health conditions, medications, treatment plans, prevention, wellness and self-management.
- **Documentation & Information Systems:** Maintain accurate, timely and confidential clinical documentation using paper-based health records, eChart Manitoba, Accuro EMR, and other electronic medical record (EMR) or health information systems utilized by NHCN.
- **Urgent & Emerging Health Needs:** Recognize changes in patient condition, provide appropriate nursing intervention within RN scope of practice and initiate consultation, escalation or emergency response when required.
- **Quality, Safety & Collaboration:** Participate in interdisciplinary care, program planning, quality improvement, patient safety and other activities supporting effective Primary Care Clinic operations. Perform other related nursing duties within RN scope of practice as assigned.

Qualifications & Requirements

- Current registration with the College of Registered Nurses of Manitoba (CRNM) and authorization to practise in good standing.
- Graduate of an approved registered nursing education program.
- Current First Aid and CPR certification.
- Experience in nursing assessment and the provision of nursing care.
- Strong clinical assessment, critical thinking and nursing decision-making skills.
- Experience in primary care, community health, chronic disease management or a related nursing environment is considered an asset.
- Knowledge of electronic health records and information systems, including eChart Manitoba, Accuro EMR, or similar systems, is considered an asset.
- Ability to recognize changes in patient condition and determine when consultation, collaboration or clinical escalation is required.
- Demonstrated ability to work within a team-based model of care and collaborate across clinical, community-based and interdisciplinary programs and services.
- Excellent written, verbal and interpersonal communication skills.
- Ability to work collaboratively as part of an interdisciplinary healthcare team and independently within RN scope of practice.
- Strong organizational skills and ability to effectively manage multiple patient and clinical priorities.
- Commitment to culturally safe, trauma-informed and non-judgmental care.
- Strong computer skills and ability to use electronic health information systems.

The ability to communicate in Cree is a definite asset!

Indigenous applicants are encouraged to self-identify when submitting an application.

All applications will be screened in accordance with the applicable provisions of the Norway House Cree Nation Nurses Local 139 Collective Agreement. Applicants selected to proceed through the recruitment process will be contacted by Human Resources.

A copy of the full job description is available from Human Resources upon request.

External candidates selected for appointment will be required to provide three (3) professional references, a satisfactory Criminal Record Check, Adult Abuse Registry Check and Child Abuse Registry Check, and successfully complete the Employer's pre-employment drug testing requirements as part of the hiring process.

APPLY IN WRITING DIRECTLY TO HUMAN RESOURCES BY SUBMITTING RESUME TO:

Celestine Albert
Director of Human Resources
calbert@nhcn.ca

Bessie Folster
Human Resource Administrator
bfolster@nhcn.ca

EXTERNAL POSTING: OPEN UNTIL FILLED