

**Malahat Nation**

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Registered Nurse (CHN)**REPORTS TO** Director of Health**START DATE** June 2023**COMPENSATION** \$38.01 - 39.13 per hour (NEE-24H)
- subject to education and / or experience
or a combination of both.**STATUS** Permanent, Fulltime
(24-per week, schedule varies)

Malahat Nation represents approximately 350+ members with two reserve lands located on the western shore of Saanich Inlet, south of the village of Mill Bay, about 40-kilometres north of Victoria, BC. Malahat Health operates in a new building with a dedicated team to provide physical and mental health services to community members. Malahat Nation is seeking a Registered Nurse (CHN) that is passionate about health, well-being, and social determinants of health. This position is ideal for you if you are an innovator able to engage in the community and you have a strong desire to make a difference in our community. Staff are offered a pension, benefits plan, and opportunities for professional growth and development.

PURPOSE: Reporting to the Director of Health, the Registered Nurse (CHN) will provide a comprehensive range of core nursing functions and services at the Malahat Nation in the program areas of home and community care, maternal child health, health promotion and injury prevention and maintenance of the health of individuals, families, and the community as a whole. The successful incumbent will be part of a multidisciplinary team which includes a Nurse Practitioner, Physician, Pediatrician, Medical Office Assistant, and partner organizations such as Island Health and First Nations Health Authority. *This position is a fulltime permanent position that works in the office and community, with minimal local travel as required.*

RESPONSIBILITIES:

- Practice in accordance with relevant provincial legislation, nursing standards, the code of ethics as outlined by the BC College of Nurses and Midwives, employer policies and individual competencies.
- Provide nursing care in accordance with established organizational policies, procedures, and guidelines and within the RN's scope of practice.
- Provide care and treatment within RN scope and function in areas which may include palliative care, wound and skin care, medication management and administration, chronic disease screening and management, foot care and primary care.
- Apply and utilize fundamental nursing knowledge and critical thinking to plan, implement, and evaluate programs and interventions to address health issues, considering relevant up-to-date best practice evidence, legislation, regulations, and policies.
- Collect, assess, analyze, and apply information from various data sources to make evidence-informed decisions for nursing services, including program planning, development and priority setting, and interpret information for professional and community audiences.
- Utilize current best practice evidence and research to inform health policies, programs, and practices.
- Advocate for public policy and services that promote and protect the health and well-being of individuals, families, groups, and communities.
- Advocate to key stakeholders to enhance services that promote the health and well-being of individuals, families, groups, and communities.
- Advocate for, and use culturally relevant and appropriate approaches when building relationships and providing nursing services.
- Collaborate and share knowledge with colleagues, students, First Nations, and other health team members.
- Involve individuals, families, groups, and communities as active partners to act to address health inequities and foster a self-management care approach for chronic conditions.
- Participate in collaborative, interdisciplinary, and intersectoral partnerships to enhance the health of individuals, families, groups, and populations.
- Perform other related duties as assigned.

EDUCATION AND EXPERIENCE:

- Bachelor's Degree in Nursing from a recognized university or an equivalent combination of education, training and experience
- Current practicing registration with the British Columbia College of Nurses and Midwives
- New graduates will be considered but must have work experience in an Indigenous community, a final practicum in Home and Community Care or a combination thereof
- Experience working in a First Nations community and a willingness to learn about Malahat culture, customs, and traditions is an asset
- Minimum one (1) year of recent point-of-care nursing experience in a related or relevant field

- Vaccine administration certified or willing to become certified
- Obtain and maintain Basic Life Support Certification Level C
- Criminal Record Check (CRC) required
- Valid BC Driver's License and reliable vehicle required
- Effective December 3, 2021, a complete vaccination series against COVID-19 is required to be eligible for employment at Malahat Nation. *All individuals must show Proof of Vaccination as a mandatory condition of their employment*

KNOWLEDGE, SKILLS, AND ABILITIES:

- Willingness and ability to work after regular hours and on weekends as required
- Willingness and ability to complete mandatory education/training relevant to the position
- Knowledge of, and ability to apply, an understanding of First Nations cultural principles and protocols in work situations
- Knowledge and the application of concepts, principles, and theories of trans-cultural nursing, including knowledge of traditional, homeopathic, or other healing practices used in the community
- Knowledge of First Nations cultures and backgrounds and understanding how culture impacts communication patterns and approaches to health issues
- Knowledge of the health status of populations, inequities in health, the determinants of health and illness, principles of primary care, strategies for health promotion, disease and injury prevention, health protection, curative, urgent and emergent care, rehabilitation and supportive or palliative care
- Knowledge of nursing which includes the nursing process, conceptual frameworks of nursing, theories and principles of nursing practice
- Demonstrates effective written, electronic, and verbal communication to facilitate inter-professional collaborative practice, healthy environments, and a respectful workplace for clients, staff, students and partners/affiliates
- Demonstrates ability to operate related equipment and technology, including relevant computer applications (i.e., MedAcces EMR, Mustimuhw)
- Strong organizational and problem-solving techniques/skills
- Strong communication skills
- Excellent time management with the ability to change priorities quickly

Interested applicants are invited to submit a current resume, a detailed cover letter and three references. Please reference the 'Job Title' in the 'Subject Line'.

Human Resources Department, Malahat Nation
In person, fax 250-743-3251 or via email

Email: careers@malahatnation.com

Website: <https://malahatnation.com/jobs/>

Deadline: 4:00 p.m. Monday, May 29, 2023