



EMPLOYMENT OPPORTUNITY

Registered Nurse

Department: Home & Community Care

Posting Date: January 10, 2025

Location: Nipissing First Nation, ON

Schedule: Standard Work Week/35hrs

Job type: Permanent – Full Time

Vacancies: 1

New or Existing Position: Existing

Reports To: Manager, Home & Community Care

Starting Salary: \$ 68, 559.40

What you'll do in the role

- Conduct home visits to complete client assessments, focusing on medical, functional, and home safety needs.
- Develop goal-based care plans in collaboration with the HCC team, client, and family.
- Reassess and update care plans as needed, particularly when the client's condition changes or upon hospital discharge.
- Provide a copy of the care plan to the client and maintain updated records.
- Manage and monitor care delivery based on assessments and physician orders.
- Delegate tasks appropriately to Personal Support Workers (PSWs) and Registered Practical Nurses (RPNs), ensuring adequate training, supervision, and support.
- Provide direct and indirect nursing interventions and consult with healthcare professionals as needed.
- Advocate for clients to address barriers to independence, including referrals and support services.
- Teach clients and caregivers self-care, wellness strategies, and preventative measures.
- Support skill development for PSWs and RPNs and monitor the application of those skills.
- Provide supervision and instruction for client-specific tasks.
- Maintain clear communication with the HCC team, caregivers, and clients.
- Participate in case management meetings and community initiatives supporting client wellness.
- Represent NFN Health Services in internal and external committee memberships.
- Assist in developing and maintaining policies, procedures, and protocols.
- Participate in program evaluations, report clinical data, and contribute to collective community wellness projects.
- Submit required administrative reports (e.g., leave forms, activity logs, monthly reports) on time.
- Maintain current nursing skills through workshops, reading, and training sessions.

Registered Nurse

- Stay informed about advancements in services, techniques, and equipment to support client care.
- Ensure NFN property is maintained in good order.
- Report any incidents involving people or property to the Manager or Director of Health Services.
- Perform additional duties as assigned by the Manager or Director of Health Services.

Just a few reasons to join Nipissing First Nation

- Opportunity to work with a dynamic team with career growth across multiple departments.
- Nipissing First Nation prides itself in providing its employees with job security, competitive wages, and a safe working environment.
- On-the-job training to support your success in the role.
- A defined contribution plan
- Comprehensive Health Plan including Medical, Vision, Life and Disability insurance.
- Casual dress
- Better than average vacation and leave packages

What you bring to the table

- Respect for indigenous culture and willingness to learn Ojibwe.
- Must have a Baccalaureate in Nursing from an accredited university OR Diploma in Nursing.
- Must have current registration with the Colleges of Nurses of Ontario
- Must be Eligible for membership in the Registered Nurses Association of Ontario and Legal Assistance Program (LAP)
- Must have recent and relevant experience acquired over a 3–5-year period in the field of addiction medicine, or other relevant aspects of treatment, including case management
- Proof of or willingness to obtain certifications in Privacy Training, Cultural Safety Training, Occupational Health and Safety, and Workplace Hazardous Materials Information System (WHMIS).
- Current First Aid and CPR (level HCP) with AED or willingness to obtain upon employment
- A valid Ontario Class “G” Driver’s License and access to a reliable personal vehicle
- A recent (within 3 months) Criminal/Police Records Check and Vulnerable Persons Check
- Familiarity with Indigenous culture and language is an asset.

Registered Nurse

- Understanding of First Nation wellness priorities and a client/family-centered care approach.
- Knowledge of life-span development, family theory, First Nation health practices, health education/promotion principles, and determinants of health.
- Proficiency in program reporting and budgeting.
- Skills in program design, development, implementation, and evaluation integrating western and traditional practices.
- Proficient in clinical assessment, treatment, and intervention methods, with a focus on culturally integrated approaches.
- Expertise in effective client case management, recording, and charting.
- Ability to act professionally and work independently with minimal supervision.
- Strong teamwork skills and ability to work as part of a multidisciplinary team.
- Flexibility to work varied hours, including evenings and weekends.
- Effective liaison with other service agencies.
- Knowledge of and ability to implement best practice standards and address ethical issues per college requirements/legislation.
- Strong interpersonal skills to establish and maintain effective working relationships with clients, families, and colleagues.
- Commitment to maintaining confidentiality and protecting personal health information.
- Proficiency in Microsoft Office applications, including Word, Excel, Access, Publisher, and Outlook.
- Ability to deliver client teaching and group presentations.
- Willingness to undertake continuing education and training.

APPLICATION DEADLINES:

Nipissing First Nation adheres to the following process for our recruitment practices.

Closing January 24, 2025 - 1st Round

- Opportunities are open to all registered Nipissing First Nation members. Please advise your status in your application
- Applicants who are considered Round 2 or Round 3 will not be considered, regardless of when the application is received.
- If no suitable candidate is found, the process will proceed to Stage Two

Closing January 31, 2025 - 2nd Round

- Opportunities are open to spouses and children of registered Nipissing First Nation members and registered members of other First Nations. Please advise your status in your application
- Applicants who are considered Round 3 will not be considered, regardless of when the application is received.
- If no suitable candidate is found, the process will proceed to Stage Three



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Closing February 7, 2025 - 3rd Round

- Opportunities are open to all applicants (status and non-status)
- The posting will be open until filled.

*If you are excited by this opportunity and want to be a part of Nipissing First Nation, please **apply online by emailing your cover letter and resume to resumes@nfn.ca no later than 4:30pm** on the application deadline noted above.*

Are you a member of NFN? If so, please read below:

- ✓ Nipissing First Nation supports the training and growth of their members and strongly encourages their members to apply to positions.
- ✓ Work experience and training opportunities are taken into consideration when screening applications.
- ✓ Nipissing First Nation members are encouraged to apply to all rounds of employment postings.
- ✓ As per Section 24(1)(a) of the Ontario Human Rights Code, Nipissing First Nation gives preference to First Nation applicants for any employment opportunities.

Miigwech to all applicants for their interest; however, only those selected for an interview will be contacted.