



Overlook NURSE Internal and External Opportunity Brief

Position: Overlook Nurse (*unionized position under NSGEU Local 102*)
Reports to: Manager of Supported Housing
Location: Clinic and Outreach based
Work Term: 0.4 FTE (15 hours/week), one year term
Deadline: July 8, 2022

About NECHC

The North End Community Health Centre (NECHC) was established in 1971 in response to an absence of primary health care and other health services in Halifax's North End. Located on Gottingen Street, we are in the heart of a unique and culturally diverse community. Today, governed by the North End Community Health Association, the NECHC is viewed by area residents as a "beacon of hope" in the community. Much more than a Primary Care Clinic, the NECHC has expanded in response to unmet needs of community members and is highly-valued by its patients and clients and their families. NECHC provides services to those living on the margins of society, through MOSH, Housing First and a wide range of community outreach initiatives.

Vision

Strong community - healthy people.

Mission

We support health and well-being in our community through quality primary health care, education and advocacy in an environment in which people are treated with respect and dignity and there is equitable access to services and programs.

Values

Respect. Community. Compassion. Excellence. Innovation

Diversity, Equity and Inclusion Commitment

The North End Community Health Centre is committed to being an inclusive organization. We are working to ensure our organization represents the diverse people and communities we serve. Our position postings encourage members from the following communities to apply:

- 2SLGBTQIA++
- African Nova Scotian and/or people of African Descent
- Indigenous
- People with disabilities
- Language minorities
- People of Colour and/or racially visible minorities
- Immigrant and refugee
- Connected to the North End of Halifax

- Persons with lived experience

In order to self-declare inclusion in equity groups please complete the self-declaration form available on our website at nechc.com/jobs and submit it with your resume and cover letter.

Your declaration of membership in any of these equity groups will remain confidential.

Job Purpose

The Nurses at the Overlook are responsible for providing nursing support and direct health care services to the tenants at the Overlook: a harm reduction, peer supported housing project run in partnership between the North End Community Health Centre and the Affordable Housing Association of Nova Scotia. Reporting to the Manager of Supported Housing, the Overlook Nurse is responsible for ensuring the health care needs of tenants are met through collaboration with harm reduction housing workers, peer support workers, and the other clinical team members (including the End of Life Care Coordinator, Harm Reduction Counsellor, Occupational Therapist, and Physicians). The Nurses at the Overlook will ensure that our nurse-led clinic meets the health care needs of the tenants.

The Overlook team values diversity, and proactively seeks ways to incorporate a collaborative community approach.

Position Responsibilities

Key responsibilities for this position include the following, but are not limited to:

1. Assessments and Interventions:

- Works collaboratively with all members of the Overlook team, the client, other health team members of the NECHC, and any appropriate care provider in the identification of goals and development of individualized care plans
- Provides testing, education and interventions for prevention of HIV, Hepatitis B and C, sexually transmitted infections, and other infectious diseases.
- Provides birth control counselling and safer sex information.
- Provides appropriate health education and health promotion with nursing interventions for individuals and groups with chronic diseases.
- Provides advocacy, counselling, support and referrals for a variety of health and social concerns.
- Liaise with referral sources to support client movement through the continuum of healthcare.
- Facilitate chronic disease management including chronic mental health and addictions.
- Deliver trauma informed, gender inclusive and gender-affirming, harm-reduction care.
- Provides appropriate primary care nursing interventions for urgent and non-urgent care through the Overlook's nurse-led clinic.

2. Nursing Procedures:

- Routine nursing physical assessments of well and unwell clients.
- Wound care.
- Testing and treatment of sexually transmitted infections.
- Dressings and treatment of minor trauma.
- Treatment advice for minor urgent care.
- Cryotherapy for simple and genital warts.
- Venipuncture and collection and forwarding other specimens of specimens.

- Foot care, ear syringing, first aid, giving injections, including long-term psychotropic drugs.
- Administer over the counter medications, emergency contraceptives and birth control pills.
- Administer treatment plans under the established medical directives.
- Immunizations across the life span.
- Pap smear/tests and prostate exams.
- Order and maintain medical supplies and education materials for the health team.
- Order pharmaceutical supplies and meet with various pharmaceutical salespeople for samples.
- Non-violent crisis intervention
- Maintenance of emergency supplies.
- Contact patients with reports and appointments that require urgent attention.

3. Community:

- Provides support, health education, and consultation to clients' supports, including the larger Overlook team.
- Deliver presentations and education.
- Conduct Flu and/or vaccine clinics.
- Participate in research projects.
- Works with other team members in the creation and delivery of health education/promotion.
- Participate on community committees or boards, when appropriate.
- Precept learners when possible.
- Participates in data collection for evaluation purposes.
- Attend team meetings and some community events.

Education and Experience

- Bachelor of Nursing, Masters considered an asset
- Minimum 3-5 years of community health experience or outreach experience
- Experience working with people experiencing homelessness or social-justice-health issues that commonly present in people experiencing homelessness
- Valid Drivers License with 2 years minimum driving experience and a clean Drivers Abstract

Assets

- Family Practice Nurse training and/or Community Nursing training a strong advantage
- Experience working in a collaborative practice setting desirable
- Experience in a harm reduction setting a strong advantage
- Experience conducting nursing assessments on adults and children desirable
- Experience working in a diverse and multicultural environment desirable
- Experience in an independent practice preferred

Professional Knowledge, Skills and Abilities

- Possesses above average nursing assessment skills including physical assessments
- Demonstrated knowledge of a variety of mental illnesses, co-morbidity and treatment modalities
- Possesses an above average understanding of the social determinants and population health
- Demonstrated experience in supportive counselling
- Experience advocating for clients, individually and at a systemic level
- Expertise and comfort working independently utilizing delegated medical directives
- Excellent understanding of the principles of adult education

- Excellent team player
- Must have above average communication skills (verbal and written)
- Must have a high degree of respect, knowledge of and experience working with cultural differences and diversity
- Must be able to work respectfully with complex and challenging patients
- Demonstrated use of conflict resolution skills
- Understanding and comfort in relationship based, trauma informed care and harm reduction
- Have an above average understanding of the issues of homelessness
- Possess working knowledge of the Nova Scotia income assistance program
- Must be able to work with challenging situations of social injustice
- Excellent time management skills
- Proficient in using computers, basic office and spreadsheets
- Familiarity with electronic record management, particularly MedAccess, would be an asset
- Demonstrated work in highly stressful situations
- Must be able to work with a high degree of autonomy and demonstrate critical thinking and sound judgment as well as organization and accountability to manage complex demands.
- Must be highly motivated, proactive, and creative
- Have a commitment to professional and team development and self-learning.
- Adaptable and flexible

Working Environment

- Supportive, exciting and challenging environment
- Exposure to usual hazards of health care centre
- Constant interaction with vulnerable people, some aggressive or verbally abusive
- Moderate effort is required to perform this role including lifting, repetitive motion, standing, reaching, sitting, pushing/pulling

How to Apply

Those interested in applying for this position should send their cover letter and resume to employment@nehc.com by **July 8, 2022**. We thank all applicants for their interest, only those selected for an interview will be contacted.

Please note that a vulnerable sector criminal record check is required for all NEHC employees working directly with clients, participants and patients, however we acknowledge that criminalization occurs disproportionately in some communities more than others, and a clear record is not required. Any items that come up on such a record check will be discussed confidentially during hiring.

Please note that as of October 4, 2021, all new hires will be required to provide proof of full vaccination as a condition of employment.