



## Internal and External Opportunity Brief

**Position:** MOSH Nurse -Harm Reduction  
**Classification:** This is a permanent part time position - 0.6 FTE (some FTE flexibility available)  
**Location:** Outreach based  
**PayScale:** \$36.78 - \$43.33, depending on experience  
**Deadline:** **May 14, 2023**

The North End Community Health Centre (NECHC) was created in 1971 to meet the needs of the residents of Halifax's North End. Today, it is the largest Community Health Centre in Nova Scotia with a staff of over forty-five people. The Centre provides primary care, outreach and health promotion and prevention programs using a collaborative and multidiscipline team. The NECHC serves one of the most diverse neighbourhoods in Halifax. The NECHC values collaboration, collegiality, teamwork, accountability, continuous quality improvement and respect for diversity.

The North End Community Health Centre is committed to being an inclusive organization. We are working to ensure our diverse workforce of staff and volunteers reflects and represents the diversity of the people and communities we serve.

Our position postings encourage members from the following communities to apply:

- Indigenous
- African Nova Scotian and/or people of African Descent
- People with disabilities
- Language minorities
- People of Colour and/or racially visible minorities
- Immigrant and refugee
- LGBT2SQ+
- Connected to the North End of Halifax
- People with lived experience of homelessness, substance use or other relevant experience

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

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

### Position Summary:

Reporting to the MOSH Team Lead, the MOSH Street Nurse is a member of the Mobile Outreach Street Health (MOSH) team. The practice is both clinic and community outreach based. Practice, collaboration and coordination will happen in the context and location of people lives that are living homeless or in insecure places and or street involved.

This position is an advanced nursing position in a community outreach setting. Nursing care, collaboration and coordination will happen in the context and location of people's lives who are living homeless or in insecure places



and or street involved. The nurse works as a collaborative member of the MOSH health team but the majority of direct care delivery will occur independently. Services and activities that promote wellness, maintain health and prevent disease or serious exacerbation of disease will be emphasized. Using social determinants of health framework, this is accomplished through nursing assessments, health promotion, and health education counselling and harm reduction. The nurse will need to assess, plan and implement appropriate nursing interventions for both the community and the individual.

Strong collaboration is emphasized when working with the same clients between all practitioners: with community agencies, and all providers within NECHC's health team. The nurse is expected to deliver relationship-based health care through outreach to the community, being attentive to clients' needs and changing trends. The following are the main objectives of the program:

- To increase access to effective and equitable primary health care to community members across the life span who are homeless, street involved, and insecurely housed.
- To improve health status of marginalized and underserved populations.
- To create a collaborative environment in which information, knowledge, and resources are shared among community service, health care, academic, and government organizations.

## **RESPONSIBILITIES**

The following duties reflect the broad scope of responsibilities but are not necessarily all-inclusive.

### Assessments and Interventions:

- Works collaboratively with all members of the MOSH team, the client, other health team members of the NECHC, and any appropriate care provider in the identification of goals and development of individualized case plans
- Provides birth control counselling and safe sex information.
- Provides testing, education and interventions for prevention of HIV, Hepatitis B and C sexually transmitted infections, and other infectious diseases.
- Provides appropriate health education and health promotion with nursing interventions for individuals and groups with chronic diseases.
- Provides advocacy, counselling, support and referral for a variety of health and social concerns.
- Liaise with referral sources to support client movement through the continuum of healthcare and housing status.
- Facilitate chronic disease management including chronic mental health and addictions
- Deliver trauma informed, harm-reduction care
- Provides appropriate primary care nursing interventions for urgent and non-urgent care through outreach, and on-site at the NECHC.

### 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.
- Well woman 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.

#### Community:

- Provide outreach services to shelters and other agencies as the designated schedule dictates.
- Provides support, health education and consultation to client's supports and frontline workers in the homelessness sector.
- Deliver presentations and education.
- Conduct Flu vaccine clinics at various agencies.
- Participate in research projects.
- Works with other MOSH 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

Other activities as necessary or as directed by the MOSH Team Lead.

#### POSITION SPECIFICATIONS

##### Minimum Education and Experience:

- Bachelor of Nursing or registered and working towards, Masters prepared an asset.
- Experience working with people experiencing homelessness or social-justice-health issues frequently presenting in people experiencing homelessness a strong advantage.
- Family Practice Nurse training and/or Community Nursing training a strong advantage.
- Experience in working in a diverse community preferred

##### Certification/registration/designation:

- Registered Nurse in the Province of Nova Scotia or eligible



- CPR certification (or willingness upon hire)
- Non-Violent Crisis Intervention Certified (or willingness upon hire)
- Valid Drivers License with 2 years minimum driving experience and a clean Drivers Abstract

#### Special Skills and Knowledge:

- 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.
- Adaptable and flexible.

#### Nature and amount of experience:

- Minimum 3-5 years of community health experience or equivalent setting, outreach experience an asset.
- Experience working in a collaborative practice setting desirable.
- Experience working with the homeless community desirable.
- Experience conducting nursing assessments on adults and children desirable.
- Experience working in a diverse and multicultural environment desirable.
- Experience in an independent practice preferred.

#### Judgement and initiative:

- 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.



North End  
**COMMUNITY  
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MOSH

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Type and level of supervision exercised:

- Expected to fulfil all activities related to the role with a minimum degree of supervision.
- Will be expected to mentor students occasionally.

Successful applicants will be required to provide a criminal record check (including Vulnerable Sector Search) at their own cost.

**Please email your resume and cover letter to the [employment@nechc.com](mailto:employment@nechc.com) Please state the position title in the subject line. Posting closes on May 14, 2023**

We thank all applicants for their interest, however, only those selected for an interview will be contacted.

Please note that a vulnerable sector criminal record check is required for all NECHC 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.

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