

JOIN THE NBRHC TEAM!

EXTERNAL VACANCY

DEPARTMENT: EMERGENCY (ED)
POSITION: ONE (1) PERMANENT FULL TIME NURSE PRACTITIONER
SITE: NBRHC – NORTH BAY
HOURS: WEEKDAYS
SALARY: FROM \$58.80/HOUR TO \$69.88/HOUR

Reporting to the North Bay Regional Health Centre (NBRHC) Manager of Emergency Services, the Nurse Practitioner (NP) will support and enhance an inter-professional team within the Emergency Department (ED). Functioning within the Standards of Practice for Extended Class as set out by the College of Nurses of Ontario (CNO), the NP will work in collaboration with physicians, nurses and other members of the inter-professional team to improve the clinical outcomes of the patient population seeking care in the ED and its peripheral clinics.

KEY ACCOUNTABILITIES

- Delivers care as an autonomous healthcare provider.
- Works to fill scope of his/her practice, completing assessments and diagnosis on patients that present with both acute and chronic illness. Prescribes diagnostic testing, treatments, and consultation/referral as able to do so in accordance with CNO and NBRHC policy.
- Documents all findings and interventions in a clear and concise manner in the client's clinical records.
- Works with internal and external partners to provide continuity of care and smooth transition at time of discharge.
- Manages ED call back lists; communicate results to patients and arrange/explain follow up if needed.
- Manages patients that have return visits to the ED for:
 - Imaging
 - IV antibiotics
 - Dressing changes
 - other as required
- Assists ED physicians with seeing lower acuity/stable patients in Exams, Fast Track and Rapid Assessment Zone.
- Short term follow-up for diagnostics, new chronic disease diagnosis, and antenatal care for those patients with no primary care provider.
- Supports peripheral clinics to the ED to address primary care gaps in the community, including, but not limited to, the Chronic Diseases and Antenatal Clinics.
- Incorporates knowledge of I-EDI and determinants of health into their practices, while providing trauma-informed care.
- Collaborates with the team on quality improvement and staff development initiatives as required.

- Fosters the continuous development of the role of the Nurse Practitioner in the ED along with all members of the multi-disciplinary team.
- Participates in life-long learning, peer review and continuing quality care;

QUALIFICATIONS

Certification/Experience/Knowledge:

- ☐ Successful completion of a Master's Degree in Nursing
- ☐ Current Certificate of Registration with the College of Nurses of Ontario as a Registered Nurse Extended Class (RNEC).
- ☐ Minimum of three (3) years recent experience in a Nurse Practitioner role; preferably in the field of Emergency Medicine.
- ☐ Minimum of five (5) years recent nursing experience in an acute hospital setting.
- ☐ Proven clinical skill with advanced knowledge of cardiovascular, prenatal care, metabolic conditions, common acute/chronic illness, pharmacology and epidemiology.
- ☐ Previous ED experience.
- ☐ Experience working with patients presenting with Mental Health conditions.
- ☐ Experience working with antenatal care.
- ☐ Experience working with geriatric patients.
- ☐ Experience in working with patients with chronic disease e.g. diabetes, CHF, COPD, etc..
- ☐ ACLS, PALS, TNCC certificates or ability to complete within 8 months of hire
- ☐ NVCi, GPA, Trauma-Informed Care

Skills/Abilities:

- ☐ Proven problem solving and critical thinking skills.
- ☐ Demonstrated leadership, inter-collaborate, and conflict management skills.
- ☐ Excellent written and verbal communication skills to effectively document and convey essential clinical information.
- ☐ Demonstrated ability to work both independently and as a member of a multidisciplinary team.
- ☐ Demonstrated integrity, self-awareness and work life balance.
- ☐ The successful candidate must demonstrate commitment to ensure their safety, the safety of fellow workers, patients, volunteers and visitors as well as support and contribute to a culture of safety and prevention of health events in our organization.
- ☐ Good work and attendance record is required.
- ☐ Bilingualism (Advanced Level English/French) is required. *All unilingual candidates are encouraged to apply and may be considered if the French requirement has been met or if there are no successful bilingual candidates. A formal French test will be conducted to evaluate the proficiency level.*

Criminal Reference Check including the Vulnerable Sector Check recent within six (6) months is a requirement

Interested candidates are asked to submit their cover letter and resume to:

careers@nbrhc.on.ca quoting file [ONA CS-25-112](#)

The posting will remain open until the positions are filled.

Please note these postings are subject to change without notice. An acknowledgement will be sent only to those candidates who will be interviewed.

NBRHC is committed to achieving 100% compliance with its COVID-19 Vaccine Policy. As a result, please be advised that in order to be eligible for employment at the Health Centre, all new hires must be compliant with our COVID-19 Vaccination Policy and must be fully vaccinated prior to commencing employment. To be considered fully vaccinated, an individual must have received the full series of a COVID-19 vaccine or a combination of COVID-19 vaccines



approved by the World Health Organization (e.g. two doses of a two-dose vaccine series or one dose of a single-dose vaccine series) and received the final dose of the COVID-19 vaccine at least 14 days ago.

The requirement that successful applicants be fully vaccinated is subject to any accommodation obligations pursuant to the Ontario Human Rights Code.

North Bay Regional Health Centre is committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require an accommodation for disability during any stage of the recruitment process, please indicate this in your application.

We are an equal opportunity employer. We thank all applicants for their interest.

THE ORGANIZATION

North Bay Regional Health Centre (NBRHC) is a unique health care organization with three primary roles: providing acute care services to North Bay and its surrounding communities, functioning as the district referral centre providing specialist services for smaller communities in the area, and it's the specialized mental health service provider serving all of northeast Ontario. At more than 400 beds, our state-of-the-art regional health centre has over 150 physicians, 2300 employees and 250 volunteers.

For more information about the NBRHC, visit www.nbrhc.on.ca

THE COMMUNITY

North Bay is located 3.5 hours north of Toronto, just north of the district of Muskoka, and 3.5 hours west of Ottawa. With a population of 54,000 and a catchment area of 180,000, it is a safe and welcoming community that offers a healthy and balanced environment for working, living and raising a family. North Bay is situated on the shores of two large lakes (Lake Nipissing and Trout Lake) and boasts beautiful scenery and four distinct seasons. Whatever your interests are, you will have access to numerous activities and amenities within minutes from your home—reclaim your work-life balance and join us!

To see more of beautiful North Bay and learn about our lifestyle, visit www.northbay.ca

