



Employment Opportunity

The First Nations Health Authority (FNHA) is dedicated to transforming health services for First Nations and Aboriginal people in BC.

The FNHA and its employees are committed to a proactive and holistic approach to health and wellness for our communities and our staff. Our services are sustainable and honour and integrate the customs and traditions of BC First Nations.

COMMUNITY HEALTH NURSE- NURSING STATION

***VARIOUS LOCATIONS – PERMANENT AND/OR TEMPORARY VACANCIES (FULL-TIME, PART-TIME AND CASUAL)**

The First Nations Health Authority (FNHA) is seeking experienced and qualified nurses for Nursing Station positions located throughout British Columbia. Benefits include fantastic educational opportunities, a great pension plan, medical coverage, competitive salaries and the opportunity to work and play in some of the most beautiful places in BC.

When you submit an application for this selection process, you will be applying in anticipation of future vacancies rather than for a specific position (i.e. you are applying to be included in a pool of candidates). Applicants who meet the required qualifications may be contacted and referred for consideration. Referrals will be made on an ongoing basis. Candidates must meet required qualifications in order to be appointed to a position.

This position reports to the Nurse in Charge.

* Nursing Stations are located in the following communities: Telegraph Creek, Hartley Bay, Kitkatla, Klemtu, Anahim Lake, Fort Ware and Port Simpson

For more complete position information please visit:

FIRST NATIONS HEALTH AUTHORITY

[WORK WITH US](#)

We are driven by our common values of respect, discipline, relationships, culture, excellence, and fairness. We cultivate and value our partnerships that help us to achieve our shared vision of healthy, self-determining and vibrant BC First Nation Children, Families and Communities.

*Wish to have more than just a job?
Consider joining the FNHA.*

TO APPLY:

Please email or fax your Cover Letter & Resume as 2 separate documents named in the following format

*Last Name, First Name – Cover Letter
Last Name, First Name - Resume*

to

Email: careers@fnha.ca

Confidential Fax: (604) 913-6135

Please include in the subject line of your email: “Community Health Nurse-Nursing Station” and “Self-Identified” if you are self-identifying as First Nations or Aboriginal.

Please indicate in your cover letter where you initially became aware of the position

The First Nations Health Authority is committed to respecting diversity within our workforce and specifically to increasing the number of First Nations and Aboriginal employees within our organization. We ask that all First Nations and Aboriginal applicants self-identify by indicating that you are First Nation or Aboriginal in the subject line of the email that accompanies your application package. Please note that preference may be given to qualified First Nations and Aboriginal applicants in our hiring processes.



First Nations Health Authority
Health through wellness

JOB DESCRIPTION Community Health Nurse

Job Title: Community Health Nurse

Key Focus: First Nations Health Authority and its employees are committed to a proactive holistic approach to health and wellness and are committed to the delivery of services which are sustainable and honour the customs and traditions of First Nations communities.

Job Summary: Provision of a comprehensive range of core nursing functions and services in First Nation communities, in program areas of community health, through promotion and maintenance of the health of individuals, families groups, communities and populations that value the principles of primary health care and focus on promoting health, preventing disease and injury, protecting population health as well as when required a focus on curative, urgent and emergent care, rehabilitation and supportive or palliative care.

Reports to: Nurse in Charge

General Duties and Responsibilities:

1. Recognizes the importance of First Nations cultural identity as part of a healthy, balanced lifestyle for individuals within a community.
2. Understands and respects First Nations cultural principles and protocols and is able to apply this understanding in work situations.
3. Applies and utilises key nursing knowledge and critical thinking to choose options and to plan, implement and evaluate programs and interventions to address health issues, taking into account relevant evidence, legislation and regulations and policies.
4. Collects, assesses, analyzes and applies information from various data sources to make evidence informed decisions for nursing services, program planning, development and priority setting with individuals, families, groups and communities and interprets information for professional and community audiences.

5. Uses evidence and research to influence health policies, programs and practices and synthesizes nursing and health knowledge from a broad range of theories, models and frameworks to address the health status of populations, inequities in health, determinants of health, strategies for health promotion, disease and injury prevention, health protection, case management, as well as the factors that influence the delivery and use of nursing and health services.
6. Advocates for public policy and services that promote, and protect the health and well being of individuals, families, groups and communities.
7. Involve individuals, families, groups, and communities as active partners to take action to address health inequities and foster a self management care approach for chronic conditions.
8. Advocates for and uses culturally relevant and appropriate approaches when building relationships and providing nursing services.
9. Builds capacity, improves performance and enhances the quality of the working environment by sharing knowledge, expertise, and experience with colleagues, students, First Nations and other members of the health team.
10. Participates in collaborative, interdisciplinary and intersectoral partnerships to enhance the health of individuals, families groups and populations.
11. Leads the emergency medical and/or clinical and/or community response team in the absence of a doctor or a nurse in charge; assigns responsibilities, monitors activities, provides support and guidance in the rapid resolution of issues, and provides overall coordination.

Qualifications:

Language (Required):

- English

Education (Required):

- Bachelor's degree in nursing from a recognized university, **OR**
- Diploma in nursing from a recognized post-secondary institution and a First Nations and Inuit Health (FNHA) recognized certificate, or diploma or courses in Community Health Nursing from a recognized university, **OR**
- Diploma in nursing from a recognized post-secondary institution and First Nations Health Authority approved training in community health (includes In-Service Training Program for NU-CHN-03 levels)

Education (Asset – not essential but beneficial):

- Certified Remote Practice designation (CRNBC)

Occupational Certification (Required):

- Current registration as a registered nurse in the province or territory of employment and a member in good standing in that province and willingness and eligibility to become registered, at the time of appointment, in the province where the position is located (Interim will be accepted)
- Basic Life Support Certification Level C

Occupational Certification (Asset):

- Possession of a certificate in Northern Clinical Training Program, Outpost Nursing Program or equivalent combination of education, training and/or experience
- Certification in Trauma Nursing Core Course, Pediatric Trauma Life Support, International Trauma Life Support, or Communicable Disease Control

Experience (Required):

- Experience as a nurse in settings such as acute care and/or emergency care

Experience (Asset):

- Experience delivering health or social services in a First Nations setting
- Experience working in a rural or remote health care setting
- Experience delivering health or social services in a First Nations Setting

Knowledge (Required):

- Knowledge of health status of populations, inequities in health, the determinants of health and illness, principals 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. Problem solving techniques/skills are required to develop policies, procedures, and practices for community health nurses.
- Knowledge of evidence based clinical nursing practice, including, as required, current concepts of primary care nursing, for the delivery of treatment services including clinical treatment practices, techniques of intervention, disease symptoms and identification, trauma management requiring knowledge and skill in observing, assessing and diagnosing illnesses and injuries.

- 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 the understanding of how culture impacts on communication patterns and attitudes and approaches to health issues
- Knowledge of community health nursing practices
- Knowledge of nursing ethical codes and standards of practice
- Knowledge of current First Nations health issues
- Knowledge of the common acute, chronic and emergent health conditions

Abilities (Required):

- Ability to plan, co-ordinate, deliver and evaluate community health programs or services.
- Ability to adapt nursing programs/services to meet local community needs and to ensure safety and sensitivity.
- Ability to invest in partnerships.
- Ability to make clinical decisions with appropriate consultation, follow up and/or referral.
- Ability to communicate orally and in writing.

Training (Required):

- Candidates and appointees to nursing positions will be provided with training in areas such as clinical skills and community health should they require as well as upgrading and/or re-certifications on an on-going basis. Training courses may be for a few days or up to four (4) months and may require an extended absence from the residential and/or work location. Appointees must be willing to undertake such training as it is scheduled. Training/learning plans will be prepared on an individual basis according to the experience, education and/or learning needs of the individual. In particular, nurses employed by FNHA are also expected to meet those competencies specified by the College of Registered Nurses of British Columbia (CRNBC).

Personal Suitability (Required):

- Confidentiality, judgement, effective interpersonal relationships, flexibility, dependability, respectful of diversity, professionalism, initiative

Security and Reliability (Required):

- Reliability Status security clearance.
- Medical Clearance is required.
- Possession of a valid driver's license or personal mobility to the degree associated with possession of a valid driver's license.

Working Conditions (Required):

- Frequent travelling by vehicle over rough roads, by float or small plane, by boat or helicopter
- Assignment to health centres or nursing stations on an emergency bases and/or on short notice as required by management