



Snuneymuxw

First Nation

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JOB POSTING (Reposted)

Indigenous Liaison Nurse (ILN)

JOB OVERVIEW

The Indigenous Liaison Nurse (ILN) is responsible for advocating for Indigenous clients in the emergency department. You will work as part of a multi-disciplinary team and will be required to assess medical records. You will support Indigenous clients by advocating on their behalf to ensure their goals and needs are being heard and attended to, support their healing journey, and address any queries or concerns.

The mission of Snuneymuxw First Nation (SFN) Health Services is to facilitate the emotional, physical, spiritual, and mental well being, while building capacity within the community to promote a healthy future. The SFN Health Centre believes in fostering the integrity that encompasses all generations and embraces our culture. In accordance with the vision, purpose and values of Indigenous People of Vancouver Island and surrounding Nations.

Standard hours of work are 10am-6pm, Monday to Friday with one Saturday/Sunday per month scheduled in this rotation (following Monday as day off).

Snuneymuxw Standards

Our values will guide us towards becoming a stronger, more effective organization with a positive and mutually beneficial work environment for everyone.

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| Achievement | Deliver what matters.
Ensure clarity of direction and unity of purpose.
Inspire excellence and strive for outstanding results. |
| Collaboration | Work together to build successful teams and partnerships.
Be open, inclusive and share knowledge.
Seek, provide, and act on feedback. |
| Community
Commitment | Know our community and put them first.
Listen to and understand community needs.
Be responsive, close the loop and deliver on promises. |
| Integrity | Own your actions, successes, and mistakes.
Act with transparency, honesty, and respect.
Do what you say you will do. |
| Innovation | Look for ways to improve and create positive change.
Think broadly and take a wider viewpoint.
Be responsive to new ideas and opportunities. |



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JOB RESPONSIBILITIES

Located at the Nanaimo Regional General Hospital (NRGH), the Indigenous Liaison Nurse (ILN) is under the direction of the Wellness Administrator and works in collaboration as a member of a multidisciplinary team, to fulfill the following duties and responsibilities:

1. Works proactively to offer confidential services to all First Nation, Metis and Inuit individuals receiving care at NRGH.
2. Culturally informed practice, delivering culturally appropriate services to Indigenous populations to implement a plan of care according to identified physical, psychosocial, and spiritual needs.
3. Supports patients, family and health advocates First Nation community health teams and other Indigenous health service providers to ensure smooth transitions from home to hospital and back to home community.
4. Assists patients and families with sharing of their experiences of care and advocating for change.
5. Assisting patients and their family needing Emergency Supports, including support for transportation, accommodation, food or other needs via available resources and services.
6. Act as a resource to other professional members of the health care team.
7. Knowledge of local Indigenous culture, this also includes Metis culture.
8. Computer skills, able to operate related equipment including word processing, spreadsheet, and database programs.
9. Trauma informed practice, intergenerational trauma and extensive knowledge of health issues impacting the Indigenous communities.
10. Able to establish working relationships with NRGH and Snuneymuxw Health staff, public, and Indigenous communities.
11. Maintain a variety of clinical and statistical record keeping processes, including collecting data to enable management to monitor trends and make workload adjustments and plan services as required; providing input in the implementation and evaluation of ILM services; and participating in research, evaluation and exploring best practices to inform improved services.
12. Able to demonstrate discharge planning and care coordination skill sets.
13. Continuously improve quality and safety that is inherent in all aspect of this position.
14. Coordinate and facilitate family meetings
15. Assess, and coordinate client care, including participating in admissions, discharges, and transfer of client's according to agency operating personnel policies and procedures
16. Has a strong clinical background in chronic, acute, palliative, rehabilitative health care needs as they unfold in the ER setting.
17. Completing patient assessments to create a pathway when working with other Indigenous Liaisons that work at NRGH.
18. Knowledge of FNHA, NIHB essential, this requires a broad knowledge about Indigenous health services.
19. Knowledge of patient travel for individuals with Indian status.
20. Able to refer and be a part of the multidisciplinary team in the ER department.
21. Ability to adapt and accept changes as health care systems evolve.



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22. Ability to carry out the physical demands of the job.
23. Demonstrate conflict resolution skills associated with complex clients and care.
24. Ability to stay grounded and focused at all times in the ER.
25. Crisis management skills to assess and assist in the management of an emergency.
26. An understanding what is being monitored, assessed, and the ability to update the family or emergency contact using language that can be easily understood.
27. The ability to simplify and explain medical terminology and concepts for the client and their family/emergency contact.
28. Participates in the identification and clarification of client needs as evidenced by participation in care planning. The goal is optimal client outcomes.
29. Other related duties as assigned

JOB REQUIREMENTS

Education:

- Graduate of a recognized Registered Nursing (RN) program or equivalent.
- Registered with and a member in good standing with the British Columbia College of Nurses and Midwives (BCCNM).
- The following training will be considered as assets: Current BLS/CPR and ACLS certification, Assist Training, Chronic Disease management certification, Diabetes management, Addictions/ working with marginalized membership, trauma-informed training, or any other recognized certificate related to ER admissions.

Experience:

- Minimum of two years of experience working within and with Indigenous communities, demonstrated by meeting two or more of the following:
 - a) Experience working collaboratively with an/or within Indigenous Health and wellness organizations, through the provision of nursing services to First Nation, Metis and Inuit individuals and families.
 - b) Experience with the delivery of a health service /program/project which is inclusive of First Nation, Metis or Inuit teachings, knowledge, or cultural practice.
 - c) Experience providing nursing care in the following areas:
Medical/Surgical/Gerontological.

Knowledge, Skills, and Abilities:

- Demonstrated effective communication skills, both verbally and in writing, with residents, families, coworkers, members of the multidisciplinary team and the public.
- Ability to organize work and implement a plan of care.
- Knowledge and competencies to work at full scope of practice as required by the CLPNBC, including administering medications.
- Ability to operate related equipment.
- Ability to physically carry out the duties of the position.



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Willingness Statements:

- The incumbent must possess and maintain a valid British Columbia driver's license and is willing to use their own vehicle.
- The incumbent must complete and maintain a Satisfactory Criminal Record Check.
- The incumbent must maintain strict confidentiality in performing the duties of the ILN and must adhere to the Snuneymuxw Health Centre Confidentiality Policy; as well as his/her professional Code of Ethics and accreditation standards.
- The incumbent may be exposed to emotionally troubled, angry, and potentially physically abusive clients with addictions and mental health issues.
- Although the incumbent does not work shift work and is not on call, when a traumatic event occurs within the Snuneymuxw First Nation community or with a client, the incumbent may be called upon, outside of work hours. This may impact the incumbent and his/her personal time.

Please submit your current resume and cover letter to:

Snuneymuxw First Nation
Attention: Human Resources
668 Centre Street, Nanaimo, BC, V9R 4Z4
or email: HR@snuneymuxw.ca
Fax: 250-753-3492

Deadline Date: 4 PM (PST) on October 7th, 2022