



## Nurse Practitioner- Full Time

**Function:** Provides client-centered nursing care to Bethany Lodge residents in accordance with administrative policies, physicians' orders, established standards, CNO and MOH recognized.

To engage constructively with others as part of a team, working together as opposed to working separately, in isolation or competitively. Teamwork and Collaboration involves promoting a positive work environment, resolving conflicts and creating alignment within and across internal and/or external groups and partners.

- Seeks input and shares with others
- Engages others in changing overall plan, goal or initiative to fit evolving situation.
- Brings together relevant individuals to discuss areas of conflict and facilitates resolution as required.
- Seeks to gain support and collaboration from key stakeholders, partners, the community.
- Actively shares ideas, opinions and expertise with others not in their immediate team.
- Helps others understand the broader context of their work.
- Fosters an environment that encourages new ideas.

**Core Competencies:** Core Competencies are observable abilities, skills, knowledge and traits that define the key behaviours that an employee needs in order to be successful in their role. They are aligned with our values of Bethany Lodge.

**Responsibilities** include but are not limited to:

The desire to provide quality, person-centered care. It means focusing one's efforts on discovering the expressed and unexpressed needs of residents, families and stakeholders and meeting these needs. It is about ensuring quality and resident safety in the delivery of services and complying with existing rules, regulations and legislation. It is expressed in the monitoring of service information, insisting on clarity of roles and expectations and setting up and maintaining systems that enhance quality and maximize efficiencies.

- Monitors and Improves Quality, Safety and Service
- Ensures resources exist to meet anticipated resident or stakeholder needs.
- Helps others understand how specific services fit together in the organization.
- Integrates evidence- based best-practices into service delivery.
- Makes suggestions regarding new programs that align emerging needs with long-term strategies to improve service and quality of life for residents and staff, and implements.
- Integrates / implements evidence-based quality practices into service delivery.

**Note: Successful candidates are required to have current criminal records check within 6 months of date of hire and have completed 2 step Mantoux (TB) test prior to their first shift as per the Ministry of Health & Long-Term Care requirements.**

## Position Overview

Collaborates with the resident, family/caregiver, and health care team in the development, implementation, and evaluation of the residents' plan of care.

Provides leadership and mentorship to staff that enhances their knowledge, assessment skills, and ability to care for residents.

Leads and collaborates in research, education, and evidence-based practice initiatives to optimize the resident, LTCH and health system outcomes.

## Qualifications

- Current registration with the CNO as a Registered Nurse in the Extended Class (Primary Health Care or Adult) and entitled to practice
- Post-graduate education and experience in gerontology (recommended)
- Specialty certification in gerontological nursing (recommended)
- Comprehensive knowledge of evidence based clinical practices
- Comprehensive knowledge of long-term care concepts and philosophies
- Excellent interpersonal and communication skills

Terms Of Employment: Full Time with On Call

On Call Basis Salary: As per Contract

Deadline for Applying: Ongoing

Reports to: Director of Nursing with Responsibilities to Medical Director

**Contact Human Resources at: [snehac@bethanylodge.org](mailto:snehac@bethanylodge.org)**

