

Position: Geriatric Resource Nurse (RN or RPN)

Job Type: Permanent Full-Time

Reporting to: Executive Director

Closing Date: October 18, 2024

The Burlington Family Health Team (BFHT) provides team-based primary care and programing, and we are expanding our programs in Burlington with a focus on improving access to interdisciplinary primary care. We seek to hire an enthusiastic and skilled **Geriatric Resource Nurse** to join our team. The ideal candidate is an intuitive, adaptable, self-directed health professional with a passion for primary care and a strong commitment to providing and improving team-based patient care in the community.

Position Summary:

The Geriatric Resource Nurse (GRN) will deliver clinical and educational services in accordance with the Standards of Practice of the College of Nurses of Ontario and the policies and procedures of the BFHT. As a key member of an interdisciplinary health care team, the Geriatric Resource Nurse will provide assessment, education and intervention to the elderly with a focus on addressing the complex health care needs and challenges associated with aging, including chronic diseases, mobility issues, cognitive impairment, mental health conditions, and the maintenance of overall health and well-being.

Key Responsibilities:

- Work within the nursing scope of practice and follow the college standards for consent, assessment, intervention and documentation
- Perform nursing and geriatric assessments to determine the physical, mental and emotional needs of elderly patients
- Based on assessment, create personalized care plans that address specific health conditions and goals for aging patients
- Collaborate with members of the interprofessional primary care team to plan, implement, coordinate and evaluate patient care for the elderly to support comprehensive interdisciplinary approaches to patient care and education for older adults
- Communicate effectively to provide education and counsel elderly patients and their families on their age-related health issues in collaboration with other health care providers
- Assist elderly patients (and their caregivers) to identify and use health resources related to aging and conditions affecting the elderly, including those available in the community and from community agencies
- Deliver group and community-wide education that focuses on age-related health issues, wellness and self-management
- Maintain complete and accurate patient records, utilizing the Telus Collaborative Health Record (CHR)
- Actively participate in program planning, evaluation, quality improvement, reporting and other BFHT initiatives as required
- Connect and build relationships with community partners
- Maintain professional competence through participation in professional development activities
- Safeguard client records and assure confidentiality of client information in compliance with PHIPA

Qualifications and Experience:

- Registration in good standing with the College of Nurses of Ontario as a Registered Nurse or a Registered Practical Nurse and possess professional liability insurance
- A minimum of four (4) years' clinical nursing experience working with geriatric patient population (e.g. long-term care, geriatric clinic etc.)
- Training or experience in the care of the elderly, chronic diseases and caregiver teaching/support
- Demonstrate a high level of autonomy and expert clinical skills in assessment, intervention and evaluation for issues commonly experienced among older adults
- A good understanding of nursing interventions for age-related health issues and evidence-based nursing best practices
- Demonstrated ability to assist elderly patients and family members with concern and empathy, respecting their confidentiality and privacy and communicating in a courteous and respectful manner
- Knowledge of Comprehensive Geriatric Assessment (CGA) would be an important asset
- Geriatric certification(s)/education specialty (e.g. Geriatric Certificate Program, CAN certificate in gerontology, GNC certificate from the Gerontological Nursing Association of Ontario etc.) is an asset
- Active membership in a professional gerontological nursing organization (e.g. Gerontological Nursing Association of Ontario, Canadian Gerontological Nursing Association or Canadian Association of Gerontology) is an asset
- Current CPR Certification
- A well-defined sense of diplomacy, including solid interpersonal, negotiation and conflict resolution skills
- High degree of resourcefulness, flexibility and adaptability
- Ability to work well independently and work effectively within an interdisciplinary health care team, provide nursing leadership and maintain excellent working relationships
- Proven experience in group facilitation and adult education modalities
- Excellent verbal and written communication skills
- Working knowledge of and adherence to the Personal Health Information Privacy Act
- Respects and values the diversity of communities and individuals and able to integrate equity, diversity and inclusion (EDI) principles and anti-oppressive practices to improve access to care
- Background check, including vulnerable sector check is required.
- Valid Ontario driver's license and access to a vehicle as outreach in the community and home visits are required
- The ability to offer services in a second language is an asset

Work Location:

The work environment for this position involves providing in-person services in the clinic and a variety of community settings. Occasional weekend and/or evening coverage may be required.

Why Join Our Team:

We offer a competitive compensation package, including HOOPP pension. We are a dynamic and innovative team focused on supporting our community and our multi-disciplinary approach to care offers cross-collaboration and enhanced opportunities for learning. We offer a culture that is respectful,

welcoming and inclusive, we have a strong health and safety focus and are committed to supporting a work/life balance for our team members.

How to Apply:

Qualified applicants are asked to forward their cover letter and resume by **October 18, 2024** to:
Human Resources at humanresources@burlingtonfht.com

For more information on the Burlington Family Health Team, please visit our website at
www.burlingtonfht.com

We thank all applicants for their interest, only those selected for an interview will be contacted. No phone calls please.

The BFHT is an equal opportunity employer and supports diversity, equity and a workplace free from harassment and discrimination. We encourage applications from all qualified candidates, including women, persons with disabilities, members of visible minorities and aboriginal persons, individuals of diverse gender and sexual orientation and all groups protected by the Human Rights Code. The BFHT is committed to an inclusive and accessible process for recruitment, selection, and assessment. Accommodations are available upon request at any point in the selection process by notifying the recruitment staff.