



May 9, 2019

**Job Posting - #CD05-19-02 (re-post)
CLINICAL LEAD – COMMUNITY HEALTH CENTRE
INTERNAL/EXTERNAL POSTING
PERMANENT PART-TIME POSITION**

Collingwood Neighbourhood House Mandate

To promote the well-being of the Collingwood community by providing leadership and working collaboratively with individuals, families, agencies and other groups to develop and support inclusive, innovative, sustainable initiatives and services that respond to the community's social, educational, economic, health, cultural and recreational needs.

The Opportunity

As part of creating a Community Health Centre (CHC) model in alignment with provincial draft policy, we are piloting the development of a CHC in Renfrew-Collingwood. Following the CHC Model of Health and Wellbeing, interdisciplinary teams will work with clients to provide whole-person care, support, and wraparound services that empower clients to improve their health and wellness. The CHC strives to be accessible to those in the community who face access barriers due to culture, gender, isolation, homelessness, language, physical disabilities, poverty, race or certain health conditions.

This is an incredible opportunity to work with committed and passionate people and to lead this organization forward on its journey to become a leader in the betterment of health and wellbeing for residents of Renfrew Collingwood neighbourhood.

About The Role

The Clinical Lead will provide clinical leadership in support of CHC development and the work of the CHC staff team. They will be responsible for finalizing the clinical model and assisting with the development of the CHC space, workflows, and processes. They are also responsible for ensuring the provision of high-quality primary care services in keeping with the commitment to client-centred collaborative care. The Clinical Lead will support the recruitment, onboarding, team-building and supervision of a collaborative team comprising physicians, nurse practitioners, registered nurses, pharmacists, social workers, counsellors, MOAs, community developers, and other allied health and support staff.

The Clinical Lead role will work in close partnership with the Project Lead, who provides ongoing project support and administrative leadership to the CHC development process, as well as the Executive Director and Board of Directors, who will be shaping the future vision and governance structures of the CHC. They will also working closely with the health authority and local primary health care providers in order to facilitate an integrated approach to primary health care service delivery.

The role will begin with 0.3 FTE dedicated to Clinical Lead responsibilities and expand to 1.0FTE (with 0.7 FTE dedicated primary care provision) at the launch of clinical service (~July 2019). This role could either be a filled by a Nurse Practitioner or a General Practitioner. The position will be funded through a non-Fee for Service payment model.

In assuming this leadership position, the Clinical Lead will focus on the following key priority areas:

1) Development and implementation of the clinical services plan

- Collaborate with clients and other health professionals to identify and assess trends and patterns that have implications for clients, families and communities.

- Define specific areas of practice and client populations for whom the position is competent to provide health care services.
- Contribute clinical expertise to space design discussions.
- Finalize the Clinical Services Model and Business Case in collaboration with the Project Lead.
- Lead functional planning for clinical service model.

2) Establishment of a collaborative, high-performing interdisciplinary CHC staff team

- Work closely with Project Lead to develop strong, collaborative culture that aligns with the vision, mission, values of the CHC.
- Provide professional guidance to other health professionals and participates autonomously as a member of the interdisciplinary health team.
- Participate in peer review and self review to evaluate the outcome of the services at the client, community and population level.
- Supervise others and evaluate the care they deliver.
- Engage effectively with other professionals in complex, dynamic situations to evolve the clinical model, workflows and team functioning.
- Transfer knowledge, teach, coach and mentor others.
- Implement and evaluate planned change.
- Participate in interdisciplinary staff education through case presentations, mentoring, role modeling and facilitating the exchange of knowledge in the classroom, the clinical setting and the community; foster the merging of professional boundaries and effective health care partnerships.

3) Provision of primary care

- Provide comprehensive primary health care including assessments, diagnosis, treatment plans, follow up, referral, education and referral within the scope of practice of outlined by the BC College of Nursing Professionals (BCCNP) or the College of Physicians and Surgeons of BC (CPSBC)
- Maintain accurate client visits and findings on current record system.
- Follows clients in the community on scheduled home visits for clients unable to visit the CHC.
- Coordinate client care within CHC and with other health care agencies and specialists.
- Determine the need for and orders and interpret screening and diagnostic laboratory tests, chest and limb x-rays, diagnostic ultrasounds etc.
- Counsel and provide information and follow up on abnormal results.

We're looking for someone who...

- Has current applicable registration with the BC College of Nursing Professionals (BCCNP) and has completed a CRNBC approved master's degree level nurse program or successful completion of an approved Prior Learning Assessment and Review (PLAR) process
OR
Physician registered (Full) with the College of Physicians and Surgeons of B.C., certification with the College of Family Physicians of Canada.
- Has a deep commitment to the concepts underpinning the unique role of Community Health Centres and desire to collaboratively contribute to this CHC's vision, mission and values.
- Has 5 or more years of experience working as an NP/GP in a community-based primary health care setting.

- Has an egalitarian philosophy and non-judgmental attitude (i.e. gender, culture, race, sexual orientation, language, ability and more).
- Has excellent people and community skills and previous experience working with culturally and economically diverse populations and marginalized communities.
- Has previous experience working with clients with mental health and addictions, including provision of Opiate Agonist Therapy.
- Demonstrates leadership experience and passion for building interdisciplinary, culturally diverse teams.
- Holds a systems-based and intersectional understanding to the issues related to oppression, violence and poverty and demonstrates the ability to prioritize the principles of Truth and Reconciliation, equity, anti-oppression, anti-racism, advocacy, and intersectionality to ensure that underrepresented and marginalized people remain at the centre of the transformative health work.
- Has experience implementing quality improvement processes.
- Has experience in applying current public health, social determinants of health, and health equity concepts and values in practice
- Has extensive knowledge of and experience utilizing harm reduction and trauma-informed practices
- Demonstrates initiative, creativity, and flexibility in work with clients, teams, and communities.
- Is available for some extended evening and opening hours and weekend hours.

Additional assets include:

- Demonstrated experience establishing new clinical services
- Fluency in identified non-official languages based on neighbourhood demographics

Other mandatory requirements for the job role include:

- Medical indemnity coverage with Canadian Medical Protective Association (CMPA) or Professional Liability Protection with Canadian Nurses Protective Society (CNPS)

Key Leadership Qualities

- Creative and motivational leader
- Team player and team builder
- Innovative
- Open and transparent
- Courageous and consistent
- Personal Integrity
- Consensus builder
- Strategic thinker
- Flexible and adaptable
- Comfortable with uncertainty

The Clinical Lead will be hired by the Collingwood Neighbourhood House and will report to the CNH Executive Director.

Wages and Benefits

Salary: Based on qualifications and experience; non-Fee for Service

Schedule: To be determined, 1.5 days/week to start, increasing to full-time at launch of clinical services (~July 2019)

Location: Renfrew-Collingwood Neighbourhood

Expected Start Date: June 3, 2019

Application Process

Applicants must be legally entitled to work in Canada, with priority given to Canadian Citizens and permanent residents. If you are not currently authorized to work in Canada, the employer will not consider your job application. As per the Collingwood Neighbourhood House Human Resources Policies and Procedures, all factors being equal, first priority will be given to local applicants.

Equality of opportunity and diversity of our company is important to us. We do not discriminate on the basis of race, religion, color, ethnicity, gender, sexual orientation, age, marital status, veteran status or disability.

SUBMIT COVER LETTER AND RESUME BY MAY 21, 2019

Please quote reference **#CD05-19-02**
c/o Sandra Bodenhamer, CHC Project Lead
Collingwood Neighbourhood House
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We thank all applicants for their interest however only shortlisted applicants will be contacted.