

## **Nurse Practitioner Lead | Regional | Primary Care | UPCC**

**Competition #:** 02083613

**Employee Type:** PERMANENT PART TIME (0.40 FTE)

**Bargaining Unit:** NON-CONTRACT

**Facility:** KELOWNA CHSC

**Location:** Kelowna

**Department:** IH NP ADMIN

**Reports To:** EXECUTIVE DIRECTOR, NURSE PRACTITIONERS & DIRECTOR

**Close Date:** OPEN UNTIL FILLED

### **Position Summary**

#### **Who are we looking for?**

Interior Health is hiring a Nurse Practitioner Lead, Regional (Primary Care and UPCC). This position is a 0.40 permanent part time position, working Thursday and Friday. This position will work in collaboration with another Nurse Practitioner Lead to support EK/KB Leadership.

#### **What we offer:**

- Employee & Family Assistance Program
- Employer paid training/education opportunities
- Employer paid vacation
- Medical Services Plan
- Employer paid insurance premiums
- Extended health & dental coverage
- Municipal Pension Plan
- Work-life balance

Salary range for the position is \$116,591 to \$167,600. Interior Health establishes salaries within the minimum and maximum of the salary range based on consideration of the qualifications, experience of the applicant, and an internal equity review of the salaries of other employees.

#### **How will you make an impact?**

The Nurse Practitioner Lead, Regional (Primary Care & UPCC), working with the Executive Director, Nurse Practitioners and Director, Nurse Practitioners, provides leadership, facilitation, practice support and coordination to a variety of strategies that support the development, implementation, and integration of Nurse Practitioners services in Interior Health (IH).

The Nurse Practitioner Lead, Regional (Primary Care & UPCC) participates in collaborative planning with regional/site/program operational leaders/Directors within the context of an integrated system of services built upon a foundation of interprofessional practice. Working to foster role integration and understanding, creates a supportive structure for professional practice support that will ensure adequate opportunities for mentorship, clinical practice feedback, collegial relationships with physicians, and collaborative practice within the interprofessional teams.

In collaboration with the Executive Director, Nurse Practitioners, Director, Nurse Practitioners, the Nurse Practitioner Lead, Regional (Primary Care & UPCC) is responsible for the oversight, implementation, maintenance, evaluation, and monitoring of Nurse Practitioner services across the Interior Health region. Working with site/program Director, Nurse Practitioners, Medical Leaders, Program Planners, the Nurse Practitioner Lead, Regional (Primary Care & UPCC) and Director, Nurse Practitioners, establishes the Nurse Practitioner service delivery goals, objectives, priority populations, and monitoring matrices.

The Nurse Practitioner Lead, Regional (Primary Care & UPCC) has overall responsibility for the management of specific Nurse Practitioner initiatives and strategies that work in support of IH's overall strategic and operational plans. In consultation with site/program Administrative Leaders/Directors and other partners, the Nurse Practitioner Lead, Regional (Primary Care & UPCC) works collaboratively to ensure there is ongoing performance measurement of Nurse Practitioner practice and services within IH.

The Nurse Practitioner Lead, Regional (Primary Care & UPCC) establishes partnerships and working relationships with organizations external to IH that have an impact on Nurse Practitioner Practice. This includes, but is not limited to, professional organizations (BCCNM, NNPBC), educational institutions, and other Health Authorities.

### **What will you work on?**

- Establishes a first line of contact for practice issues and, while Nurse Practitioners (NP) are autonomous, collaborative practitioners, acts as the primary contact that will serve to move the NP role further in terms of integration and understanding.
- Develops and establishes professional practice networks and environments that enhance the sharing of knowledge; works in collaboration with Professional Practice Directors.
- Develops and implements processes and mechanisms that assess practice and provides clinical practice feedback to the Nurse Practitioners in compliance with accreditation and professional standards/codes of ethics.
- Establishes supports for the development of collaborative practice models within the interprofessional teams that serve to clarify the Nurse Practitioner role for both NPs and other health professionals.
- Develops and implements a professional practice model for Nurse Practitioners including establishing opportunities for mentorship and development of competencies that reflect the unique and varied roles within the health care team.
- Provides leadership for the planning, coordinating, implementing, and monitoring of all aspects of NP practice based on population and operational needs. Provides direction for optimized services that comply with current legislation, professional standards, and organizational policies.
- Manages and oversees NP services in the assigned sectors in collaboration with the Director, Nurse Practitioners and in consultation with site/program Directors.
- Evaluates clinical performance for NP direct reports on an annual basis.
- Evaluates clinical performance for new hires upon completion of the six-month probationary period.

- Maintain fiscal accountability by collecting and monitoring necessary fiscal and utilization data to ensure effective use of resources in the service area.
- Plans and implements new programs and improvements to existing programs within the assigned geographic area (North or South) to ensure the delivery of the highest quality of service possible with existing resources.
- Leads the advancement and related change initiatives of professional practice and standards, research, and education, in relation to the Nurse Practitioner role.
- Establishes collaborative working relationships with Physicians, Medical Directors, Executive Directors, Directors, and professional staff that impact Nurse Practitioner practice and fosters a solution-focused approach to resolving issues of mutual concern.
- Liaises with agencies and organization that impact Nurse Practitioners such as educational institutions, the British Columbia College of Nursing Professionals, and other health authorities in order to address common issues and identify emerging trends/issues of practice in relation to NPs.
- Identifies and recommends strategies that attract and retain Nurse Practitioners and that will enable Interior Health to maximize the potential of the role; visits schools and works with IH Recruitment.
- Develops strategies for advancing NP practice and participates in or co-leads relevant research.
- Ensures that safe, quality service is delivered in a cost-effective, consistent, and standard manner by working with the Clinical Operations leadership teams to ensure that accreditation standards are met and monitored appropriately.
- Performs Nurse Practitioner duties as assigned.
- In alignment with IH's Occupational Health & Safety Program, maintain a healthy and safe work environment through complying with and implementing applicable Occupational Health and Safety Regulation, responding to requests from WSBC, identifying hazards and communicating risks, ensuring compliance with employee training, conducting effective incident investigations and implementing required corrective actions.
- Performs other related duties as required.

Interior Health strives to create an environment where you enjoy the work you do, the place where you work, and the people around you. Together, we create great workplaces. **Apply today!**

Honouring Interior Health's commitment to Truth and Reconciliation and the Declaration on the Rights of Indigenous Peoples Act (DRIPA), and Pursuant to Section 42 of the BC Human Rights Code, preferential consideration and/or hiring will be given to qualified applicants who self-identify as Aboriginal (First Nations, Métis, or Inuit).

## **Qualifications**

### **Education, Training, and Experience**

Current practicing registration as a Nurse Practitioner with the British Columbia College of Nurses and Midwives (BCCNM) and a minimum of three (3) years' experience as a Nurse Practitioner in a Primary Care & UPCC environment, supplemented by five (5) years of clinical practice and educational and/or program development experience in a complex health care environment.

Current medical staff hospital privileges associate (Primary Care & UPCC).

**Skills and Abilities**

- Demonstrated ability to establish and maintain effective working relationships with key stakeholders, both internal and external.
- Demonstrated ability to communicate effectively, both verbally and in writing, with all levels of management and staff.
- Demonstrated ability to work under pressure with frequent interruptions and time constraints.
- Demonstrated ability to identify variances and implement strategies that lead to desired outcomes.
- Demonstrated ability to plan, implement, and manage projects.
- A valid BC Driver's License and access to a personal car is required.
- Physical ability to perform the duties of the position.

**Comments**

Interior Health now offers assistance from an Indigenous Employment Advisor. If you self-identify as Indigenous (First Nations, Métis or Inuit) and if you would like assistance with the application process and/or career exploration, send your question(s) via email to [IndigenousEmployment@interiorhealth.ca](mailto:IndigenousEmployment@interiorhealth.ca) to be redirected to the Employment Advisor. We invite applicants to self-identify as First Nations, Métis, or Inuit within cover letters and/or resumes.