POSITION: ONA
Renal Navigator– One (1) Full Time

DEPARTMENT/CAMPUS:
Home Dialysis / Hemodialysis / Kidney Care Clinics – Multiple Sites

POSTING NUMBER: OSLER06859

HOURS:
Currently, Days/Evenings, 8 Hour Shifts
(Subject to change in accordance with operational requirements)

JOB SUMMARY:

Reporting to the Clinical Manager of Home Dialysis and Multi Care Kidney Clinic, the Renal Navigator works collaboratively with the Multi-Care Kidney Clinic, Home Dialysis and Hemodialysis programs. Inter and intradepartmental activities include Renal in-patient flow in relation to modality choices, ORRS (Ontario Renal Reporting System) forms and organizing transplant work-up. The Navigator will be an active member of the department leadership team and will contribute to the development of strategies that will improve the overall functioning of the department creating effective patient flow, coordination of patient care across the continuum, continuity in patient care management, effective and efficient organizing of transplant work-up, quality nursing care and positive patient experience. This role will involve communicating with other health organizations in relation to transplantation and will be a representative upholding the high standards of William Osler Health System.

This role will also work closely with data analysts documenting directly into ORRS and involve ORN (Ontario Renal Network) initiatives. In this role, the nurse is a clinical role model for other staff members, and works directly with patients, their families and members of the team to ensure an appropriate treatment plan.

Responsibilities include but are not limited to:

- Expertise with monitoring and surveillance activities related to vascular access, transplant and monitoring of kidney function
- Is the primary contact for all new Renal patients
- Promoting Osler approved standards, coordinating, supporting programs and planning for modality patient education directed by the ORN.
- Working collaboratively with interdiscipliary team members supporting the implementation and evaluation of local quality improvement initiatives to promote and increase the uptake of independent dialysis modalities meeting standards developed by Osler
- Collaborating with Home dialysis Resource Nurse and other interdisciplinary team members identifying rationale for modality type, ensuring timely and effective modality patient education under the best practice guidelines recommended by the ORN meeting standards developed by Osler
- Active participant collaborating with ORN on quality improvement initiatives implemented and related progress meeting standards developed by Osler
- Collaborating with Osler interdisciplinary team members reviewing up-to-date data for the program in Nephrocare/Excel spread sheets, ORRS data tracker tool
- Responding to emergency situations by recognizing changes in patient's health status and consulting appropriately when necessary using Osler Transfer of Accountability principles
- Providing care in a compassionate and caring manner within a diverse cultural environment.
- Competent in assessment of vascular access and monitoring of patients transplant status
- Co-ordinates and initiates transplant work-ups for new and existing renal patients
Demonstrated ability in patient/family teaching and staff education, one-on-one or groups; is able to customize teaching approaches based on individual learning needs

Utilizing and applying current specialized knowledge and expertise on recent advances in nursing practice to facilitate the effective management of clinical activities, the coordination of patient care across the continuum and continuity in patient care management

Is a member of committees and is able to create and facilitate presentations within internal and external to the organization and for the Ontario Renal Network as required

Participates in research activities/projects

QUALIFICATIONS:

- Current Registration and in good standing with the College of Nurses of Ontario
- Completion of BScN required, Master’s Degree in Nursing or other related field preferred
- Canadian Nephrology Certificate (CNeph(c)) or currently enrolled with a willingness to successfully complete within 18 months of hire required
- Successfully completed a course in the Principles of Adult Learning or demonstrated ability to apply the principles of adult education and demonstrated teaching skills required
- Experience in pre-dialysis and transplantation required
- Demonstrated computer skills using Microsoft office (Word, Excel, Access) required
- Experience with Nephrocare preferred
- Minimum 3 - 5 years’ experience in Hemodialysis and Peritoneal Dialysis required
- Experience with the provision of Renal Modality education for patients required
- Demonstrated theoretical knowledge in Nephrology, hemodialysis, peritoneal dialysis and transplantation required
- Previous Leadership experience within the last 3 years in Dialysis preferred
- Demonstrated commitment to continuing education and lifelong learning.
- Excellent critical thinking, problem-solving abilities, time management and patient assessment skills
- Excellent interpersonal communication skills with the ability to work with a multidisciplinary team including other health organization team members, patient/family required
- Ability to be flexible and effectively work in high acuity fast-paced environment with changing priorities and deadlines facilitating positive change
- Ability to provide mentoring and guidance regarding the adherence to the CANNT Nephrology Nursing standards and Practice Recommendations
- Membership in Canadian Association for Nephrology Nurses and Technologists (CANNT) and Registered Nurses Association of Ontario (RNAO) or related interest groups preferred
- Familiarity with Ontario Renal Network (ORN) guidelines preferred
- Excellent attendance, punctuality and work record required
- Must be able to travel sites and work at all campuses

* In order to be considered for this position, you must include a current resume with your on-line application.

** Only those applicants selected for interviews will be contacted **

Please apply online at www.williamoslerhs.ca