



*William Osler Health System (Osler) is a multi-site hospital system serving 1.3 million people in one of the fastest-growing and most culturally-diverse regions in Ontario.*

*With our new 2019-24 Corporate Strategic Plan, Going Beyond for Healthier Communities as our roadmap, we are shifting traditional thinking and re-imagining health care to help people live healthier lives, reduce chronic disease and improve access to care.*

*At Osler, we are committed to providing safe, equitable, high-quality care in a fulfilling work environment that inspires our staff, physicians and volunteers to learn, innovate and grow. We are proud to be recognized, year after year, as one of Greater Toronto's Top Employers and Canada's Best Diversity Employers.*

*Here you will work alongside a highly-committed and respected team that understands what it means to go beyond to meet the health care needs of our communities.*

**POSITION: ONA**

Registered Nurse Practitioner – One (1) Full Time and One (1) Part Time

**DEPARTMENT/CAMPUS:** Renal Program – Brampton Civic Hospital

**POSTING NUMBER:** OSLER15077 and OSLER15078

**HOURS:** Currently Days/Evenings, including weekends and statutory holidays (Subject to change in accordance with operational requirements).

**JOB SUMMARY:**

Working as a member of the Renal Program, the Nurse Practitioner (NP) will report to the Clinical Director. Working as a Registered Nurse in the Extended Class (RN (EC)), the NP will formulate clinical decisions and contribute to care plans for patients with chronic kidney disease (CKD). The incumbent will be the key liaison with Nephrologists, primary care, referral partners and the community to ensure seamless transitions home and to Nephrology ambulatory clinics. Primary work will focus on responding to and managing inpatients and working collaboratively with the acute Nephrologist on call to manage nephrology consults and monitor nephrology patient needs in a timely manner.

The NP will demonstrate in practice, the competencies to use their legislated authority to diagnose, order and interpret diagnostic tests; prescribe pharmaceuticals and perform specific procedures. The NP will work in close collaboration with the medical staff and interdisciplinary teams to ensure a timely response to a patient's changing health status and needs; and provide direct patient care focusing on health promotion and maximizing patient safety and function to support patients with CKD.

**CORE COMPETENCIES:**

- Practice according to College standards, guidelines, and relevant laws
- Maintain competence in a specialized area of clinical NP practice. This clinical practice must include the use of advanced nursing knowledge and decision making skills in health assessment, diagnosis and therapeutics (pharmacological, complementary and counseling) when treating CKD patients
- Demonstrate competence in health promotion and prevention of illness, injury and complications
- Demonstrate the NP competencies applicable to CKD practice
- Limit their practice to patients appropriate for their specialty certificate

**THE RENAL NURSE PRACTITIONER KEY RESPONSIBILITIES:**

- Providing a specialty-based focus, functions in an extended class nursing role demonstrating advanced assessment skills and sound knowledge of clinical therapeutics to formulate clinical decisions and provide comprehensive care in the management of patients with CKD

- Identifies clinical practice issues and demonstrates a high level of autonomy and expert skill to formulate clinical decisions and appropriately manage acute/chronic illness, promotes wellness and the educational needs for the acute renal patient population.
- Facilitating interdisciplinary care by participating in team meetings/patient conferences, providing a linkage between the patient, members of the interdisciplinary team, physicians and other members of the health care team
- Acting as a role model and resource for expertise in clinical nursing practice in the area of CKD to members of the interdisciplinary team
- Providing the key liaison role with primary care providers, referral partners and the community to ensure seamless transitions home and to Nephrology clinics i.e. in-centre hemodialysis, home dialysis and Multi Care Kidney Clinic, facilitating collaboration amongst all partners
- Providing internal and external nursing consultation to clients/families, health professionals, groups and organizations related to CKD management
- Participating in the decision-making process at the unit and program level on issues impacting clinical practice
- Leads the development and implementation of corporate wide policies and procedures related to the renal patient population
- Participating in advance practice nurse initiatives, promoting professional education, and advancing knowledge through research and scholarly activities
- Participating in the design, implementation and evaluation of continuous quality initiatives
- Collaboration with other NP's at other Nephrology Programs/sites within Ontario
- May be required to travel and work between all Osler campuses

#### **QUALIFICATIONS:**

- Master's degree in Nursing required
- Current RN (EC) registration with the Ontario College of Nurses required
- Certification as a nephrology Nurse (C.Neph) required or commitment to complete within a mutually acceptable timeframe
- Strong knowledge of, and demonstrated minimum 2 years experience in the care of patients with CKD needs and associated comorbid conditions is required
- Minimum 2 years NP experience required
- Acute care nursing experience an asset
- Demonstrated knowledge of, and commitment to chronic disease prevention and management
- Knowledge of hospital nursing functions, current needs in nursing and the health care system, including service delivery programs for people with CKD
- Excellent decision making, critical thinking and problem solving skills and ability to exercise independent judgement and to assess situations and address problems efficiently and effectively
- Demonstrated effective organizational, conceptual and leadership skills; and ability to organize workload and establish priorities effectively
- Excellent negotiation and conflict resolution skills. Demonstrated ability to build and maintain effective relationships with a diverse range of people
- Motivated self-directed learner, who takes initiative and seeks learning opportunities to enhance patient care and professional competence
- Demonstrated ability to be flexible and adapt positively to constantly changing clinical situations
- Effective verbal and written communication skills
- Excellent attendance, punctuality and work record

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

**\*\* Only those considered for an interview will be contacted**

**Please apply online at [www.williamoslerhs.ca](http://www.williamoslerhs.ca)**

*Osler values inclusivity and diversity in the workplace. We welcome and encourage applicants from diverse backgrounds. We are committed to providing accessible employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act. (AODA). If you require an accommodation at any stage of the recruitment process, please notify Human Resources at [human.resources@williamoslerhs.ca](mailto:human.resources@williamoslerhs.ca).*

*While we thank all applicants, only those selected for an interview will be contacted. Any information obtained during the course of recruitment will be used for employment recruitment purposes only, and not for any other purpose.*