



**MATAWA HEALTH  
CO-OPERATIVE**

**Nursing Practice/Clinical Educator  
Job Description**

*Must be “fully vaccinated” against COVID-19. (In Ontario, a “fully vaccinated individual” is defined as one who has received the required number of doses as outlined by Health Canada and they have received their final dose of the COVID-19 vaccine at least 14 days ago.) Must provide Health Canada’s proof of vaccination (vaccine receipt or enhanced vaccine certificate).*

## **PURPOSE OF THE POSITION**

The Nursing Practice/Clinical Educator position will oversee the provision of professional/clinical practice, support, and services to remote nursing staff and managers. This position will complete audits and assessments to ensure quality nursing services; advice and guidance in all matters relating to nursing and nursing service delivery; trend identification to influence planning as well as advocate for equipment and practice improvements.

The person must be committed to a community development philosophy, primary care model, and inter-disciplinary health practice, establishment of partnerships with other agencies, cultural competency and collaborative relationships with other staff.

## **RESPONSIBILITIES**

Under the direction and supervision of the Director of Nursing (Remote Nursing Services), the Nursing Practice/Clinical Educator will be responsible for:

- Ensuring service standards, audits and tools meet the continuous quality improvement objectives of MHC
- Assisting with the identification, design and implementation of Health’s accreditation requirements to ensure compliance with best service practices
- Planning, developing and implementing an effective infection prevention and control program based on evidence and best practices in the field
- Engaging with health staff to assess and build an understanding of the health issues and concerns of the communities, population, and nature of service needs
- Conducting research and providing consultative services; responding to a wide range of requests for advice and questions related to nursing practices, situational analysis, policy or guideline clarification or application variances; discussing and evaluating effectiveness of treatment plans with service providers and recommending course of action for best practices and results
- Producing forward thinking professional health care nursing recommendations and best practices such as equipment innovations, latest outpatient treatment, proactive observations of trend implications, and research on health care issues that will contribute to the overall program delivery

- Developing, modifying and delivering training modules, orientation programs, and subject specific information packages for the delivery of community/public health and primary care programs and services many (if not all) are specifically tailored for the communities being served
- Mentoring and teaching health staff in a variety of settings such as classrooms, simulation laboratories, community clinics, and associated clinical sites. This teaching and mentoring include a full regulated scope such as client history, assessment, interventions, prescribing, consultation/referral, and medical evacuations as well as skills teaching in application of health services
- Auditing, observing and evaluating program delivery, ranging from chart audits, occurrence reports, application of practice direction, effectiveness of program delivery, and practice concerns or issues; providing reports and recommendations including identification of education components, clinical work performance, facility impacts, nursing, environmental health, and work improvement opportunities
- Promoting and enhancing quality program delivery in situations such as primary health care situations that are emergent, new recruits, areas of increased health concerns such as communicable disease, epidemic outbreak, episodic situations, and/or introduction of policy change/new practices
- Identifying policy implications from a “front line” application perspective; contributing to collective improvement activities including being a member on committees or working groups such as: The Infection Prevention and Control Committee, etc.
- Making recommendations on clinical service practices such as new health care processes, staff and resource changes; evaluating and recommending quality of equipment being considered for purchase

### **Organizational Responsibilities**

- Reflecting and interpreting the organization vision, mission and core values in his/her own work with enthusiasm and commitment
- Acting in accordance with relevant legislation and MHC’s policies, standards and procedures
- Propose changes within MHC that would improve the quality of services to the Matawa First Nation members
- Develop and maintain respectful, cooperative working relationships to contribute to the delivery of services to our Matawa First Nation members
- Understanding their role and responsibility in maintaining a safe workplace and reducing workplace injuries
- Ensuring accuracy, confidentiality and safekeeping of agency records

- Participating constructively in the supervision process with the Director of Nursing (Remote Nursing Services)
- Apply Matawa culture, values, traditions and teachings into programming where possible

## **Qualifications and Requirements**

### *Education*

1. A four-year BScN degree is required.

### *Work Experience*

1. Two (2) years of experience in advanced nursing assessment skills, health leadership and strong knowledge of professional standards of practice (role, scope, and function) for nursing healthcare
2. Two (2) years of experience working in a First Nation community or equivalent organization.

### *Skills/Abilities*

1. Broad knowledge in the areas of community health, primary health and health promotion
2. Ability to collect and analyze data, including familiarity with computer software
3. Understanding and interest in current issues in indigenous health
4. Excellent organizational and planning skills
5. Knowledge and understanding of MHC traditions and culture
6. Broad knowledge of the services provided Matawa First Nations and its First Nations members. They must be familiar with the politics and health related trends in the area and able to translate that familiarity into social action to benefit the local health programs
7. Ability to display and support Matawa Health Co-operative's vision, mission, and goals in providing respectful and effective health care
8. Must be able to travel to the Matawa First Nation Communities when required
9. The ability to maintain confidentiality
10. Ability to speak Oji-Cree or Ojibway an asset
11. Valid Ontario driver's license

## **Personal Attributes**

- Must be able to perform work duties with minimal supervision
- Must be willing to work in a team like setting
- Must have excellent oral and written communication skills
- Must have strong interpersonal and leadership skills

## **WORKING CONDITIONS**

### **Physical Demands:**

- May require to lift, carry and manage equipment and supplies
- May require to work irregular hours at a time to complete special requests or projects
- May spend long hours sitting and using office equipment, computers and attending meetings

### **Environmental Conditions:**

- Environment may be fast-paced, distractive and/or noisy
- Perform work duties with minimal supervision

### **Sensory Demands:**

- Frequent use of a computer/laptop and EMR system

### **Mental Demands:**

- Manage multiple requests and projects at one time with frequent interruptions
- Excellent organizational, time and stress management skills required to complete the responsibilities and tasks

### **Other Requirements:**

- Integral to multi-disciplinary team setting
- Must provide a current Criminal Record Check and Vulnerable Sector Search
- Must pass a Tuberculin (TB) Skin Test
- Must have a valid driver's license
- Must be able to travel to Matawa First Nation communities

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Date

I certify that I have read and understand the responsibilities assigned to this position.

\_\_\_\_\_  
Supervisor's Title

\_\_\_\_\_  
Supervisor's Signature

\_\_\_\_\_  
Date

I certify that this job description is an accurate description of the responsibilities assigned to the position.

\_\_\_\_\_  
Executive Director's Signature

\_\_\_\_\_  
Date

I approve the delegation of responsibilities outlined herein within the context of the attached organizational structure.

The above statements are intended to describe the general nature and level of work being performed by the incumbent(s) of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of the position.