



**MATAWA HEALTH
CO-OPERATIVE**

RN – Registered Nurse Mental Health Nurse 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

Matawa First Nations established the Matawa Health Co-operative (MHC). This provincially incorporated Co-operative consists of the nine Matawa member communities – Webequie, Neskantaga, Nibinamik, Eabametoong, Marten Falls, Aroland, Ginoogaming, Long Lake #58 and Constance Lake First Nations.

The Mental Health Nurse will work closely with the Director of Mental Health Services, the Director of Nursing & Clinical Services, and will report to the Executive Director of the Matawa Health Co-operative.

The Mental Health Nurse will work as an integral member of the MHC Mental Health and Health Team. The Mental Health Nurse will provide nursing services and deliver care to Matawa members/patients using a holistic approach; seeking to address all areas of wellness including: physical, mental, emotional, and spiritual.

SCOPE

The Mental Health Nurse will work as part of an interdisciplinary team and will bring specialized knowledge and skills pertaining to mental health as well as crisis intervention/ management and suicide prevention/intervention. He/she will work collaboratively alongside the Mental Health Team and/or Health Team to offer Matawa members focused services and care plans which aim to address and manage mental health and addictions related illnesses, diagnoses, and disorders.

RESPONSIBILITIES

- Support Matawa members in addressing and managing mild to serious mental health related illnesses, diagnoses and disorders that may include but are not limited to: eating disorders, psychosis and drug-induced psychosis, personality disorders, schizophrenia, substance misuse and addictions (drugs and alcohol), mood disorders, depression and anxiety, and/or obsessive-compulsive disorder;
- Provide harm reduction education and psycho-educational counselling services to Matawa members who are in Thunder Bay as well as the Matawa First Nation remote communities;
- Case management: scheduling and managing appointments where you would be working with clients in a variety of settings (e.g., home visits, community and/or hospital visits, and wellness checks which may be in person and/or virtually);

- Provide advocacy and assistance with system navigation, support, and referrals (coordinate and network with community services and supports to provide members with services that address their individualized needs);
- Connect members to culturally relevant supports as requested/needed;
- Plan, coordinate, and deliver/facilitate mental health and wellness programming for Matawa members. Flexibility with delivery and facilitation of programming is required as this may be done in person, hands-on/land-based, or online/virtually;
- Resource development: supporting Matawa members with mental health and wellness resources and materials;
- Practice in accordance with College of Nurses of Ontario Practice Standards and Ministry expectations;
- Acting in accordance with relevant legislation and organization policies and procedures;
- Proposing changes within MHC that would improve the quality of service to our First Nations' children, families and communities;
- Maintain accurate and confidential client records electronically and in a timely manner;
- Follow duty to report requirements as necessary;
- Develop and maintain respectful, cooperative working relationships with others;
- Work in partnership with Matawa communities and their front-line staff (e.g., Chief & Council, Health Directors, Community Leadership, Crisis Coordinators/Teams, Victim Services, Choose Life Workers, Nursing Stations, Indigenous Services Canada Nursing Staff, Physicians, NNADAP Workers, Elders and Traditional Knowledge Keepers);
- Work with community members and their community ran suboxone/treatment programs;
- Build community connections and partnerships with other programs and/or services that can offer complimentary support to Matawa members/clientele (e.g., specific to: psychiatry, mental health, harm-reduction, addictions, housing/shelters, outreach, etc.);
- Participate in supervision meetings to review cases/issues, receive education, direction, support and debriefing as needed;
- Participate in team meetings, professional meetings, conferences, and seminars;
- Travel to Matawa First Nation communities, often by small aircraft;
- Assist the Public and Community Health Team with nursing skills as required;
- All other duties as deemed necessary by your immediate Lead/Supervisor.

KNOWLEDGE, SKILLS & ABILITIES

Knowledge

- Knowledge of assessment tools and harm-reduction practices;
- Sound knowledge of crisis intervention/ management and suicide prevention/intervention;
- Good judgement; capacity to identify whether/when patients are at risk of harming themselves or others;
- Strong knowledge of practice regulations;

- Knowledge of mental illness, mental health nursing theory, and community mental health resources;
- Thorough understanding of mental health and addictions legislation and acts that apply to front-line mental health nursing (e.g., Mental Health Act, Health Care Consent Act, etc.);
- Familiar with privacy, confidentiality, and duty to report;
- Familiar with completing and conducting Suicide Risk Assessments & Safety Planning;
- Familiar with utilizing Electronic Medical Records (EMR) database;
- Knowledge of community support services, both in Thunder Bay and in the Matawa communities;
- Cultural Competency. Knowledge of First Nations culture, history, community-based services, geographic realities and social conditions within remote First Nations communities.

Skills

- Self-starter who is able to effectively work independently and/or as part of a team (collaboration practice model);
- Strong health assessment/clinical skills;
- Strong listening and advocacy skills;
- High degree of accuracy and attention to detail;
- Highly adaptable and able to work in a fast-paced environment, while demonstrating appropriate discretion, judgement and problem-solving skills;
- Familiar with de-escalation techniques and is capable to de-escalate stressful situations;
- Strong interpersonal and communications skills (written and oral) and an ability to establish and maintain rapport effectively with clients, colleagues, and partners;
- Highly organized, capable to multi-task and manage time effectively;
- Proficiency in computer skills and technology-based applications: word processing/Microsoft Word, Outlook/email, electronic databases, etc.;
- Ability to think critically and without prejudice;
- Ability to speak Oji-Cree or Ojibway an asset.

Personal Attributes/Abilities

- Must be willing and able to travel as required;
- Demonstrates sound work ethics;
- Demonstrates patience and empathy;
- Demonstrates genuine care and compassion for those who are most vulnerable and at-risk;
- Strong relational skills- can build effective relationships with clients and patients that encourages and builds trust;
- Can remain calm when responding to and managing high-stress situations;
- Seeks to understand the client/patient, and demonstrates and ability to respond to a distressed client or patient in a non-threatening manner.

QUALIFICATIONS AND REQUIREMENTS

- Advanced degree in Nursing with additional training in crisis intervention/management and suicide intervention/prevention;
- Bachelor's Degree in Nursing; or minimum three-year nursing diploma will be accepted;
- Minimum of 2 years' experience working in Nursing field;
- Minimum of 2 years' experience working with First Nation communities and/or equivalency;
- Experience working with vulnerable/high-risk populations, particularly those who struggle with mental health and addictions;
- Strong working knowledge of Northwestern Ontario's mental health and addiction programs and services, specially those which are geared towards Indigenous population;
- 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);
- Valid G Ontario Driver's License and access to reliable personal vehicle;
- Must be willing to provide a police criminal records/vulnerable sectors check;
- Valid CPR and Standard First Aid Certificate;
- Ability to satisfactorily pass a Tuberculin (TB) Skin Test;
- Support system and self-care strategies in place to maintain own well-being.

WORKING CONDITIONS

Physical Demands

The employee may have to travel to the communities in all weather. They may have to lift, carry and manage equipment and supplies. They may have to work odd or long hours at a time to complete special requests or projects. The employee may have to spend long hours sitting and using office equipment, computers and attending meetings.

Environmental Conditions

The Matawa Building may be a busy facility. The employee may have to manage a number of projects at one time and may be interrupted frequently. The employee may find the environment to be busy, noisy and will need excellent organizational and time and stress management skills to complete the required tasks. Required to travel to Matawa First Nation Communities in all weather conditions.

Sensory Demands

Sensory demands can include to spend an adequate amount of time with use of a computer and may experience eye strain and occasional headaches.

Mental Demands

The employee will have to manage a number of requests and projects at one time. They must be aware of MHC business in the communities and all relevant legislation, policies, and procedures. Must be available and accessible to the Executive Director for call-ins and for evening/weekend work. The employee must be prepared to deal with emergencies and stressful situations at any time. Will need excellent organizational, time and stress management skills to complete tasks.

CERTIFICATION

<p>_____ Employee Signature</p> <p>_____ Printed Name Date</p> <p>I certify that I have read and understand the responsibilities assigned to this position.</p>	<p>_____ Supervisor's Title</p> <p>_____ Supervisor's Signature Date</p> <p>I certify that this job description is an accurate description of the responsibilities assigned to the position.</p>
<p>_____ Chief Executive Officer's Signature Date</p> <p>I approve the delegation of responsibilities outlined herein within the context of the attached organizational structure.</p>	

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.