



Southwest Ontario
Aboriginal Health
Access Centre

FT Registered Practical Nurse (RPN)

Status:	Full-time, permanent
Location:	Cambridge, ON (on-site)
Hours:	35 hours/week
Salary:	\$46,240 to \$57,120 per year
Paid Time Off:	Vacation, health & personal days, spiritual/cultural days, professional development, and birthday
Benefits:	Comprehensive health, dental and more
Pension:	HOOPP (defined benefit pension plan)
Posting Date:	October 8, 2024
Deadline:	October 22, 2024

Southwest Ontario Aboriginal Health Access Centre (SOAHAC) is a diverse, dynamic, multiservice Indigenous health and wellness agency. We strive to provide quality, wholistic health services by sharing and promoting traditional and western health practices to enable people to live in a more balanced state of well-being. SOAHAC provides services to Indigenous people including those who live on and off reserve, status, non-status, Inuit, and Metis within the Southwest, Waterloo Wellington and Erie St Clair regions. SOAHAC has a mandate of ensuring that health services are accessible, of high quality, and are culturally appropriate. It is SOAHAC's objective to build health care capacity within Indigenous communities.

Are you a knowledgeable and driven individual who is passionate about making a tangible difference? We are looking for a **Registered Practical Nurse (RPN)** to join the SOAHAC team at our Waterloo Wellington site in **Cambridge**. Reporting to the **Integrated Care Manager** in Cambridge, the **RPN** will facilitate the development, implementation, and adaptation of a care plan, deliver direct care, and provide case management to assist clients to manage their own care and navigate through the various services available within the community and hospital settings. The **RPN** will work in partnership with the client and family to establish goals that are safe, realistic, and reasonable by assessing, planning, coordinating, organizing, implementing, evaluating, and supporting transitions with other services for the client in collaboration with the primary care provider, and other integrated team members. This position may be expected to travel regularly within the Waterloo Wellington area as required. In addition, they may be required to support other SOAHAC sites in order to meet SOAHAC's operational needs.

Why work with us?

- **Make an Impact:** Your work will amplify SOAHAC's mission, ensuring that Indigenous communities have access to vital, wholistic health services.
- **Innovative and Collaborative Environment:** Work in a multidisciplinary setting that values the exchange of ideas, innovation, and collective learning.



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- **Professional Growth:** Benefit from meaningful professional development opportunities in a culturally rich environment that supports your career aspirations.
- **Supportive Benefits Package:** Enjoy competitive pay, a supportive benefits package, and meaningful time off to ensure your personal well-being.

What we're looking for:

- **Experience:** Registered Practical Nurse (RPN) in good standing with the College of Nurses of Ontario (CNO), graduate from a recognized RPN or BScN program.
- **Indigenous Cultural Knowledge and Understanding:** Knowledge of culture and local Indigenous communities in the area is a strong asset.
- **Cultural Sensitivity & Awareness:** A genuine respect for Indigenous cultures and practices, with an openness to learning and engaging with Indigenous communities. Experience with Indigenous communities is an asset.
- **Clinical Knowledge:** 2-3 year's clinical experience in any/all areas of primary care, chronic disease management, preventative care, mental health and addictions, preferably in a multi-disciplinary team setting. Certified Diabetes Educator as asset. Experience in providing professional foot care an asset.
- **Organization and Time Management:** Strong organizational skills with the ability to work effectively and independently. Strong attention to detail and assessment skills. Computer literacy including skills in e-mail, PowerPoint, Excel, and Electronic Medical Records.
- **Teamwork and Collaboration:** You are a team player who can establish and maintain effective working relationships with others and across teams.
- **Communication:** Excellent interpersonal and communication skills with the ability to interact positively with community members, management, and staff.
- **Additional Requirements:** You have a valid driver's license and access to a vehicle, as travel within the region may be needed. You'll also need a clean police check and up-to-date immunizations and records.

What you'll do:

- **Clinic Functions:** Assists with direct client care procedures and related tasks such as: checks in clients, obtains history, vital signs, updates and prepares charts, screens for preventative care, and assists with medical examination/minor procedures. Conducts intake appointments with new clients ensuring that a wholistic process is followed. Performs specialized procedures, such as obtaining and processing lab specimens. Maintains database/registry of client's eligible/due for cancer screening, diabetes care, and immunizations by use of EMR reports. Must be familiar with the Canadian Diabetes Association guidelines, Cancer Care Ontario screening guidelines, and the publicly funded immunization schedule for Ontario. Accepts telephone calls from clients at nursing station/office, triages concerns and takes appropriate action, i.e. provides telephone support, books client in with provider, or expedites call to provider. Contacts clients via telephone to discuss results as needed and make arrangement for appropriate follow up, at the direction of the Physician/Nurse Practitioner. Reviews, maintains, and orders immunizations and medical supplies on a weekly basis or as needed.



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- **Advocacy and Client Support:** Advocates on behalf of the client with regards to equitable access to traditional healing and western health services as directed by client. Advocates and supports a culture of client safety and demonstrates an understanding of how the department service and assigned responsibilities contribute to overall client safety at SOAHAC.
- **Professional Conduct:** Self-directed and able to work with minimal supervision. Recent satisfactory attendance and performance record. Routinely participates in staff meetings. Commitment to continuous professional development and continuing education.

What we offer:

- **Cultural and Personal Development:** SOAHAC offers a culturally supportive environment where personal and professional growth is encouraged. You'll have the chance to make a lasting impact on Indigenous communities while building your career.
- **Supportive Work Culture:** Join a team that values collaboration, respect, and shared success. You'll be supported every step of the way as you work to amplify SOAHAC's message.
- **Inclusive Employment Practices:** SOAHAC values diversity and is an equal opportunity employer. We are committed to providing accommodation in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act.

If you are ready to make a real difference in the lives of Indigenous communities, amplify a message that matters, and be part of a team driving lasting change, we want to hear from you. **Apply now and take the next step in your career with SOAHAC.**

This job may require additional responsibilities and duties as assigned by Southwest Ontario Aboriginal Health Access Centre.

SOAHAC is committed to fostering an inclusive and equitable workplace where all voices are heard. We strongly encourage applications from Indigenous candidates, and we are proud to support diversity in all its forms. We provide employment and hiring accommodation in accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. If you require accommodation to apply or participate in an assessment process, please advise Human Resources.

If you are interested in joining our team, send your resume and cover letter to:

Email: careers@soahac.on.ca
Subject line: **FT RPN, Cambridge**
Or mail to: **Human Resources**
Southwest Ontario Aboriginal Health Access Centre
493 Dundas Street,
London, ON N6B 1W4

Please visit **Southwest Ontario Aboriginal Health Access Centre** online at: www.soahac.on.ca or like us on www.facebook.com/soahac to learn more about us!

We thank all those for applying but only those selected for an interview will be contacted.