



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Territorial Specialist, Community Health Nursing	
Position Number	Community	Division/Region
48-15122	Yellowknife	Public Health and Primary Care Services/Territorial Operations

PURPOSE OF THE POSITION

The Territorial Specialist, Community Health Nursing is responsible to research and recommend patient care quality standards as they relate to the community health centre services provided to all age group ranging from neonate to geriatrics. This position collaborates with Territorial, Regional, and professional practice leadership to establish performance improvement activities, and works to ensure competency of community health centre personnel is maintained.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłıchǫ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-aboriginals. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

While the Tłıchǫ Community Services Agency (TCSA) will operate under a separate board and Hay River Health and Social Services Agency (HRHSSA) will in the interim, the NTHSSA will set clinical standards, procedures, guidelines and monitoring for the entire NWT. Service Agreements will be established with these boards to identify performance requirements and adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.

Under the direction of the Minister of Health and Social Services, the NTHSSA is established to move toward one integrated delivery system as part of the government's transformation strategy.

Located in Yellowknife the Territorial Specialist, Community Health Nursing (TS CHN) reports directly to the Territorial Manager, Primary Care, Community Health Centres, and Chronic Disease Management (Manager), and is required to take the lead on assessing the variability in community health centre



practice settings and will address a variety of issues on a daily basis. These can range from addressing client's complaints, providing briefing notes to the Director of Health Services (Director), providing advice and direction to other Territorial Leads, Territorial Specialists, and Regional Managers, and representing the NTHSSA in meetings, or conferences. This position helps guide practice based on the shared vision of the NTHSSA.

The incumbent will foster and sustain academic partnerships to advance professional practices and develop the work force as a territorial lead. The Territorial Specialist, Community Health Nursing will role-model vigilance in ensuring the highest of quality care.

The incumbent will provide leadership, training, planning and support to Primary Care and Community Health Nursing and their support staff.

RESPONSIBILITIES

- 1. Assesses the variability in community health centre practice settings within the authority to determine areas in which to improve client care/service outcomes, quality, or efficiencies.**
 - Establishes tools and processes for communicating and collaborating with direct care staff.
 - Supports, coaches and mentors others to succeed with changes occurring.
 - Provides expertise, mentorship and guidance to community health centre staff and managers.
 - Assists with the development of a system for continuous quality improvement activities within the community health centre services.
- 2. Evaluates community health centre client care/service excellence from a structure, process and outcomes framework.**
 - Selects and monitors evidence-based client care/service, provider and system outcomes and measure progress toward organizational delivery goals.
 - Ensures sustained use and spread of NTHSSA guidelines within the NTHSSA, TSCA, and HRHSSA.
 - Monitors outcomes related to leadership, practice, education and research.
- 3. Champions inter-professional collaboration among nursing, medical and allied health professionals to achieve optimal client care/service outcomes and effective integration of care.**
 - Establishes and maintain effective relationships with staff, and regional managers.
 - Works with the Director to prepare briefing materials, advice on contentious issues, special client needs, program revisions, and expansions.
 - Participates on various committees to help ensure the provision of quality services and coordination of services on local, regional, and territorial level.
 - Advises the Director of significant developments in health services that could have implication for operations, including making recommendations for corrective actions.
 - Role models inter-professional relations for quality care and management practices.
- 4. Champions safety, quality care and evidence-based practice.**
 - Promotes evidence-based models of care to nursing, medical and allied health professionals.
 - Promotes clinical/service and frontline management decisions that are client centered.



- Promotes and inspires management practices that support staff health, safety and well-being.
- Creates and supports a professional learning environment to mobilize and enhance the clinical expertise of staff.

5. Workplace Health and Safety: Employees of NTHSSA are committed to creating and maintaining a safe and respectful workplace for employees and patients/clients. Building a safe and respectful workplace is everyone's responsibility.

- All employees and contractors have a professional and personal responsibility to perform their duties to health and safety regulations, standards, practices and procedures.
- All stakeholders (management, staff, UNW, and Workers' Safety and Compensation Commission (WSCC)) need to ensure our Workplace Health and Safety Committee works effectively, with a shared purpose of continuous quality improvement in health and safety.
- All Managers play an active role in workplace health and safety through their daily management: identifying prevention opportunities, ensuring staff are trained in Risk Monitor Pro or other incident reporting systems, investigating potential risk and accidents, and applying timely corrective measures.

WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

No unusual Conditions

Sensory Demands

No unusual demands.

Mental Demands

The incumbent may experience: disruption to lifestyle caused by work schedule; numerous interruptions that would cause disruption in carrying out duties in a timely manner; unknown factors, uncontrolled work-flow and overlapping demand.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge and skills relating to program management.
- Knowledge of administrative policies and practices to territorial systems.
- Knowledge of how to design and facilitate a change process. The ability to build and work with groups and teams, planning and implementing change; skilled in group dynamics and conflict resolution.
- Knowledge and ability to use a variety of intervention and prevention methods, and determine which method is most appropriate at any given time.
- Knowledge of total quality management or continuous quality improvement processes.
- Knowledgeable in CNA Nursing Code of Ethics and RNANTNU Standards.



- Interpersonal skills including effective communication, coaching and motivation to assist staff and stakeholders to accept change.
- Written and oral communication skills including listening, observing, identifying and reporting.
- Organizational, time management, analytical, facilitation, and presentation skills to manage multi-disciplinary responsibilities in a timely and effective manner.
- Computer skills include word processing programs and spreadsheets.
- Ability to develop and maintain positive working relationships with individuals, agencies, elected community leaders, and employees in order to communicate program information, including the ability to obtain and respond to feedback from these individuals.
- Ability to apply creative and innovative approaches to policies and health to meet territorial needs.
- Ability to build solid partnerships and strategic alliances based on trust and to work with a variety of people from different backgrounds and personalities.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

A Baccalaureate in Nursing plus ten (10) years of recent experience in a clinical health care setting.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Proof of immunization in keeping with current public health practices is required.
Must be eligible for registration with RNANTNU.

Position Security (check one)

- ☐ No criminal records check required
- ☒ Position of Trust – criminal records check required
- ☐ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)
Level required for this Designated Position is:
ORAL EXPRESSION AND COMPREHENSION
Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
READING COMPREHENSION:
Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
WRITING SKILLS:
Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐
☐ French preferred

Indigenous language: Select language

- ☐ Required
- ☐ Preferred