



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Community Dietitian, North	
Position Number	Community	Division/Region
48-5412	Inuvik	Beaufort Delta

PURPOSE OF THE POSITION

The Community Dietitian, North, provides leadership and human nutrition expertise in primary care and health promotion. The incumbent promotes the vision and values of the Northwest Territories Health and Social Services Authority to ensure clients realize and maintain their food and nutrition requirements for overall health and well-being.

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 Tłıchǝ 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.

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. The NTHSSA sets clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. While the Tłıchǝ Community Services Agency (TCSA) operates under a separate board, and Hay River Health and Social Services Agency (HRHSSA) remains separate in the interim, Service Agreements will be established with these boards to identify performance requirements and ensure adherence to clinical standards, procedures, guidelines and policies as established by the NTHSSA.



This position is located in the Inuvik Regional Hospital (IRH), serving the town of Inuvik; 7 outlying communities serviced by the NTHSSA and the 5 Sahtu Region communities. IRH is a 22 bed acute care and 25 beds LTC accredited facility. There are approximately 10,000 residents in the Sahtu and Beaufort-Delta regions. The NTHSSA provides and supports the delivery of health care services to adults and children on an inpatient, outpatient and outreach basis in order to enhance healthy communities and well-being through excellence, accountability and respect for regional diversity.

Reporting to the Regional Manager of Rehabilitation, the Community Dietitian, North (Dietitian) plays an important leadership role in primary care and health promotion for the NTHSSA. The Dietitian works collaboratively with interdisciplinary teams in partnership with community members to deliver nutrition and nutrition related programs based on identified needs and priority setting.

Services may be provided within the Primary Care Clinic, Acute Care and Long Term Care settings via Tele-health/telemerge, or by telephone, and are intended to promote wellness, decrease suffering, and prevent injury. Services may be provided through independent practice or as part of an interdisciplinary integrated care team. This position requires the ability to handle several complex issues concurrently while maintaining attention to detail. The incumbent must be resourceful and confident as he/she is frequently required to work independently with lack of direct mentorship. In addition, within the health care setting there can be significant lack of control over the work place, with frequent interruptions.

The legacies of colonization and residential schools have impacted Indigenous health outcomes and the way health and social services are delivered and accessed. The incumbent is required to honor and promote a culturally safe environment at all times. Practicing from a trauma informed care perspective is expected and the position requires that interaction with clients and families is tactful, respectful and humble. The incumbent is expected to remain calm, controlled and professional in all situations, and demonstrate compassionate care that is free of racism and discrimination, to clients, families, community members, and other members of the health care team.

The incumbent is required to be motivated and innovative in the area of continuing education and practice, to encourage the professional growth of self and others.

The position requires the incumbent to travel to communities outside of Inuvik at a minimum once every other month for several days at a time. As well the incumbent may be required to provide coverage for other Dietitians in the NTHSSA in person and/or virtually.



RESPONSIBILITIES

1. Provide specialized nutrition services to acute and long term care and outpatients using a problem solving approach in accordance with his or her scope of practice.

- Provide direct patient care, which includes making day-to-day decisions regarding therapeutic treatments (including enteral nutrition), education, counseling methods, self-management and nutrition care plans for individuals and families.
- Perform activities using patient/client-centered, health promoting approaches, which support patients'/clients' personal goals towards self-management of their condition. Activities, which include education and counseling, may be performed on an individual basis or as a group approach.
- Determine which resources and teaching methods are appropriate and effective while recognizing and respecting individual, social and cultural differences.
- Develop lesson plans for group learning sessions, and team teaches with other health care workers in areas of chronic disease prevention and management with a focus on obesity management, diabetes, cardiovascular disease, dental diseases and cancer.
- Document and interpret medications/treatments, laboratory and assessment data, plan of care, interventions and patient/client goals, responses or outcomes in a timely manner.
- Refer patients/clients to appropriate community, social and health-related supports.
- Communicate client assessment, nutrition care plan, and progress to the appropriate referral source in a timely manner.
- Collaborate with other health care workers to teach, guide and support the use of self-care equipment such as home blood glucose monitors, home blood pressure monitors and insulin injection devices.
- Keep current with clinical practice guidelines and best practices through literature review, web-based learning opportunities, meetings, and conferences.

2. Engage in health promotion activities to encourage healthy eating practices for individuals, families, groups and communities which are sensitive to the cultural needs of the region.

- Collaborate with health, social services and community-based workers to assess, plan, develop, deliver and evaluate programs and services to ensure that families have supportive environments and tools for healthy eating, using evidence based best practices.
- Use a variety of community assessment tools to determine culturally appropriate, relevant and evidence-based strategies, interventions, programs and services for communities.
- Develop work plans that identify goals, objectives, inputs, outputs, and outcomes for programs and services to be delivered. Identifies partnerships, linkages, funding needs and dates for completion.



- Develop culturally and socially appropriate nutrition resources in print, audio and visual formats such as websites, recipes, menus, workbooks, and handbooks.
- Support, develop, deliver and evaluate actions that impact community food security such as community gardens, community kitchens, school-based meal services, food buying clubs, and peer-led cooking programs.
- Offer consumer education to support healthy eating practices with community partners, including grocery stores.
- Work with schools, child development centers/facilities to develop healthy eating practices, learning activities, and guidelines such as recipe selection, and menu planning for daycares or school-based meal programs.
- Develop and deliver consistent, clear and current nutrition messages to reduce the public's confusion when there are multiple or conflicting nutrition findings.
- Develop, deliver, and evaluate evidence-based programs and services to curb childhood obesity and achieve healthy weights in individuals, families and the community. Work with community elders societies, home-based care services, and long term care facilities to reduce risk of malnutrition among older adults; including delivering nutrition activities to groups, and making recommendations for facility menus.
- Supports activities of other dietitians as they administer nutrition-related programming (i.e. Canada Prenatal Nutrition Program, Nutrition North, Aboriginal Diabetes initiative)

3. Advocate practice environments necessary for safe, competent and ethical dietary care and other duties as assigned.

- Research, develop, implement and deliver training workshops to health care providers (physicians, community health nurses, home care workers etc.) within the region.
- Provide coaching and leadership to peers, students and other members of the health care team
- Collaborate with colleagues to advocate health care environments that are conducive to ethical practice and to the health and well-being of clients and others in the setting.
- Assist with the orientation of new employees to the program.
- Complete daily workload measurement statistics and assists with month end reports.
- Participate on committees, task forces and research projects.

4. Facilitate, support and promote a culture of teamwork.

- Receive and share information, opinions, concerns and feedback in a supportive manner.
- Work collaboratively to build rapport and create supportive relationships with team members both within primary care and across the organization.
- Develop a supportive rapport with individuals and their families to facilitate collaborative relationships with other integrated team members.
- Make frequent decisions about the most appropriate, effective and efficient mode of communication among interdisciplinary team members in accordance with identified policies and procedures.



- Coordinate and participate in formal and informal case conferences to share appropriate information concerning individual concerns or progress and to utilize the team's skills and resources in the most efficient and effective manner.
- Contribute to a positive, strengths-based team environment, and support team colleagues.
- Collaborate proactively with all integrated and interdisciplinary team members utilizing a client centered approach to facilitate and maximize healthcare outcomes.
- Communicate with other members of the health care team to provide continuity of care and promote collaborative efforts directed toward quality patient care.

WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

Incumbent may be exposed to communicable diseases and blood.

Sensory Demands

No unusual demands.

Mental Demands

Duty travel may require job holder to travel to remote areas 1-2 times per month.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of current dietetic standards of practice with a broad base of nutrition skills.
- Ability to be sensitive to the cultural, social and regional conditions in order to develop effective programs.
- Ability to educate clients of all ages and their families on appropriate diet, nutrition, self-management methods.
- Computer skills adequate for administrative tasks.
- Skilled in the provision of enteral nutrition services.
- Communication skills using a variety of methods.
- Counselling skills.
- Group facilitation skills.
- Ability and willingness to act independently and as a member of a team.
- 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 Degree in Nutrition, and completion of an accredited Dietetic Internship program, and one (1) year of recent experience in acute/ambulatory care.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Proof of immunization in keeping with current public health practices.

Current eligibility for registration with a provincially regulated association of Registered Dietitians is required.

Membership with Dietitians of Canada is an asset.

Must have a valid NWT Class 5 driver's license.

All health care providers must be able to acquire within a reasonable time frame and remain current with the following training and certifications:

- Fire training
- Workplace Hazardous Materials Information System (WHMIS)
- Certification in First Aid & level C CPR/AED
- Cultural Awareness

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