



Puuk^winkpanač
Walking in Togetherness

Job Description

Mental Health and Addictions Nurse

POSITION	Mental Health and Addictions Nurse	FTE	Full-time, 1.0 FTE (37.5 hrs/wk)
CLINIC SITES	Hesquiaht, Ahousaht, Tla-o-qui-aht, Toquaht, and Ucluelet	HOURLY RATE	

ORGANIZATION SUMMARY

The Vancouver Island West Coast Primary Care Initiative Health Society (“**WCPCI**”) is a non-profit organization located on the west coast of Vancouver Island, offering culturally safe and community-centred primary health care services that address the health and social needs of Indigenous, Metis and Inuit people residing in the Central Region Nuu-chah-nulth Communities.

ᑕuuk^winkpanač means “*Walking in Togetherness*” in the Nuu-chah-nulth language. We prioritize a holistic approach to healthcare that honors the traditional wellness of the Nuu-chah-nulth communities in the central region. We shake hands with both Western and traditional medicines in health and wellness services.

WORK LOCATION

The WCPCI’s registered office is located at 700 Wya Road, hitač’u, BC, with a satellite office located at #36 – 1971 Harbour Drive, Ucluelet, BC. The team works remotely from home offices and mobile care team members travel to the communities of ᑕaaᑕuusᑕaᑕᑕ (Ahousaht), ᑕaᑕuuk^wiᑕaᑕᑕ (Tla-o-qui-aht), ᑕiᑕk^wiiᑕaᑕᑕ (Hesquiaht), ᑕuk^waaᑕaᑕᑕ (Toquaht), and Yuuᑕuᑕiᑕᑕaᑕᑕ (Ucluelet) to work in the primary health care centres and within the communities, as applicable.

POSITION SUMMARY

The Mental Health and Addictions Nurse will have a sound knowledge of the Nuu-chah-nulth Central Region First Nations, community membership, and organizational values and beliefs. A core component in service delivery includes providing nursing care services and mental health and emotional support to community members. The Mental Health and Addictions Nurse goes beyond clinical duties by providing mental health and addiction education to the individual client, family, community, and Leadership of the First Nations communities. Supporting community capacity building through staff engagement and training will be the expected lens of which all work is delivered. In addition, the nurse will engage in



training opportunities that enhance service delivery with strong self-reflective skills to ensure community engagement is beneficial to the First Nation communities we serve.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Provides mental health and wellness counselling support and intervention services, including healing and treatment planning, connecting with the client's Circle of Care as appropriate.
2. Collaborates with the inter-disciplinary health team, Traditional Healers, elders, families, and community resources as needed to support client identified goals, as appropriate.
3. Provides clinical assessments, screenings and referrals as needed upon discovery of the presence of suicide risk and other mental health related issues.
4. Works collaboratively with the inter-disciplinary primary care team to provide wrap around supports including referrals to external agencies, internal services, Traditional Knowledge Keepers and other culturally relevant resources.
5. Provides consultation, psychoeducation and information to individuals, families, community and caregivers about mental wellness.
6. Evaluates treatment outcomes to ensure effectiveness of services through continuous follow-up plans and actions.
7. Communicates regularly with the primary care team.
8. Collaborates with First Nation health leaders to identify and address gaps, barriers and challenges of service delivery and offer solutions.
9. Documents, and tracks confidential clinical records as per the provided document tracking forms (e.g., EMR, incident reports, work plans).
10. Consults regularly with members of the primary care team regarding clinical or community-based risk factors not otherwise addressed, and any capacity building needs determined during assessment.
11. Works to infuse Cultural ceremony, tradition and customs into and around related duties where appropriate and as needed.
12. Assesses and documents systemic barriers and challenges identified as potential pre-disposing factors which directly impact the client and their mental health.
13. Collaborates with Clinical Lead, First Nations Leadership, and Health Leads regarding systemic challenges and barriers.



14. Ensures client/family/community confidentiality and privacy in accordance with professional regulatory guidelines and following standards of practice and legal requirements.
15. Performs other related duties as assigned.

JOB SPECIFICATIONS

Education

- Degree in Nursing and minimum of three to five years relevant experience and current registration in good standing with the BC College of Nurses and Midwives
- Advanced training in threat/risk assessment and/or trauma response, as well as training in brief intervention approaches (such as CBT, motivational interview, SBTA, etc.) is an asset

Regulatory Registration

- Current Practicing Registration with British Columbia College of Nurses and Midwives

Occupational Certification

- Current valid Class 5 B.C. driver's license and willingness to submit a drivers abstract
- Criminal Record Check – Vulnerable Sector

Experience

- Experience working with clients actively in addiction or in recovery
- Experience with group presentations, offering education on mental health and addiction to a variety of person(s) or groups
- Knowledge of concurrent disorders and complexity of intergenerational trauma on addiction
- Experience working with First Nations people and communities, providing mental health services which integrate holistic Indigenous approaches to healing.
- Care coordination experience within a multi-disciplinary team and including external partners is an asset.



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- Experience utilizing intervention techniques and skills, such as motivational interviewing, somatic experiencing modalities, trauma specific services.

Knowledge

- Knowledge of various therapeutic and counselling modalities and specific brief intervention approaches.
- Sound knowledge of crisis intervention, addiction issues, culturally safe and trauma-informed care, recovery-oriented care, and severe and persistent mental illness.
- Experience working from a trauma informed, culturally sensitive perspective.
- Knowledge of assessment and screening tools and modalities in determining suicide and violence risk and threat.
- Knowledge of relevant socio-historical events relevant to First Nations in Canada.
- Knowledge of the importance of critical reflection in practice.
- Familiarity with traditional healing practices, customs, values and traditions of local First Nations.
- Excellent communication skills.
- In-depth knowledge of cultural safety and humility.
- Ability to use critical self-reflection in practice.
- An understanding of rural and remote communities and their inherent challenges and barriers.
- Understanding and ability to practice with Nation based, community driven philosophy.
- Ability to practice from an individual/family/community perspective.
- Ability to balance western and traditional Indigenous worldviews in practice.
- Aware of and applies professional ethics and approaches to resolve ethical dilemmas.
- Ability to establish and maintain strong working relationships with a variety of allied professionals, formal and informal community leaders, and knowledge keepers and/or Elders.
- Physical ability to perform the duties of the position.
- Broad knowledge of psychopharmacology (indications and side-effects).
- Broad knowledge of legislation and government policies and procedures that relate to care.
- Understanding of own intersectionality, power, privilege, and how these concepts may impact own work with clients.



Competencies

- **Decision making** - Uses sound judgment to make good decisions based on information gathered and analyzed. Considers all pertinent facts and alternatives before deciding on the most appropriate action. Commits to decision.
- **Problem solving** - Analyzes problem by gathering and organizing all relevant information. Identifies cause and effect relationships. Comes up with appropriate solutions with minimal supervision.
- **Operations** – Ability to provide leadership and management to lead operations including managing activities, prioritizing, balancing demands while working collaboratively within the primary care team and across the health and wellness system to problem solve and manage change.
- **Teamwork/collaboration** – Strong interpersonal skills. Interacts with people respectfully and effectively. Able and willing to share and receive information. Collaborates within the group and across groups. Supports group decisions. Puts group goals ahead of own goals.
- **Adaptability** - Adapts to changing work environments, work priorities and organizational needs. Able to effectively deal with change and diverse people.
- **Planning/Organizing** – Proactively plans and organizes tasks and work responsibilities to achieve objectives. Sets priorities and schedules activities. Allocates and uses resources wisely.
- **Work standards** - Sets and maintains high professional and performance standards. Pays close attention to detail, accuracy, quality and ensures follow through.
- **Motivation** - Displays energy and enthusiasm in approaching the job. Commits to putting in additional effort. Maintains high level of productivity. Self-directed.
- **Initiative** - Takes action to influence events. Generates ideas for improvement and sets goals. Takes advantage of opportunities, suggests innovations, does more than required.
- **Integrity** - Shares complete and accurate information. Maintains confidentiality of highly sensitive information. Adheres to organizational policies and procedures. Meets own commitments. Treats all with respect and dignity.
- **Reliability** - Takes personal responsibility for job performance. Completes work in a timely and consistent manner. Sticks to commitments and reports back on status of assigned tasks.



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- **Communication** - Strong written and oral communication skills. Expresses ideas succinctly and effectively. Organizes and delivers information appropriately. Listens actively and openly.
- **Stress tolerance** - Displays emotional resilience and the ability to withstand pressure on an on-going basis. Deals with difficult situations while maintaining performance and professionalism. Seeks support from others when necessary. Uses appropriate coping techniques.

HOW TO APPLY

Please send a cover letter and resume to the attention of Suzanne Williams, Director of Operations at suzanne.williams@westcoastpci.ca.

CLOSING DATE

This position will remain posted until filled.