



The WestCoast Native Health Care Society

TSAWAAYUUS • ATAAPIS • HUUPSITAS

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a. 6151 Russell Place, Port Alberni, BC V9Y 7W3

JOB POSTING #260914

Job title: Registered Nurse	Bargaining Unit: NBA
Program/Service: Long Term Care	Classification: Level 3 (RN/RPN)
Job Description (FT/PT/Temp): Casual	
FTE: Casual	Pay Grid: As Per Wage Grid
Reports To: Operational Care Director	Collective Agreement: NBA
Date Posted: September 14, 2026	Start Date: Open until filled
Job Summary: Within an interdisciplinary environment, the facility RN provides guidance to LPNs and RCAs for resident care, which is consistent with current standards of professional practice, the philosophy of care, and established organizational standards on an assigned shift.	
Duties and Responsibilities	
1. In accordance with established policies, procedures, programs and standards of professional practice, assists and guides the identification of resident problems and strengths, plans interventions based on resident care priorities. 2. Ongoing assessment and monitoring of resident conditions using skills of observation, communication and physical assessment to enable direction for the provision of appropriate care. Perform assessments, planning, and evaluation of care including developing care plans in collaboration with residents, families and care partners. Consult with Director of Care regarding complex resident situations for the purpose of determining the best plan of action in regard to a resident's well-being 3. Demonstrates evidence-based best practice to meet the needs of residents. Directs, supervises and evaluates care on their assigned shifts. Documents relevant assessments and interventions, collaborates with the interdisciplinary team to ensure resident and family learning needs are met 4. Promotes effective communication with all interdisciplinary programs, facility personnel and external community resources and program as required. Ability to communicate with and listen effectively to elders, families and other care partners (includes both verbal and written communication skills) 5. Provides day-to-day guidance to nursing staff and residents using professional knowledge to promote holistic care by; a) Assisting LPNs with development of individual resident care plans where needed and, b) Acting as a resource to	

interdisciplinary resident reviews and family care conferences 6. In accordance with standards of professional practice and philosophy of care observes and promotes the Resident Bill of Rights 7. Ensures appropriate resident records are maintained including assessments, care plans and medication administration records. Collects and documents resident information from a variety of sources such as physicians, other health professionals, family members and residents 8. Participate in Quality Improvement activities by identifying the learning needs of the interdisciplinary team and identifying opportunities to improve staff and resident safety. Collaborate with the Manager of Nursing Services to ensure an education plan is developed. Prepares reports and collects statistical information to support quality improvement 9. Participates on related committees and councils for quality improvement such as Medication Safety Committee and Infection Control 10. Participates in orientation for staff and students and shares expertise with other health professionals. Serves as a role model by providing health information and guidance on clinical skills to meet resident needs 11. Identifies self-learning needs and takes initiative to attend professional development and educational programs to enhance competencies 12. Contributes to a safe work environment by adhering to health and safety guidelines, and emergency practices. Collaborate with members of the interdisciplinary team to ensure equipment is in place to safely meet resident needs 13. Ensure staff accident and injury reports are completed as per guidelines. Fulfills First Aide role, when assigned, providing First Aide to employees as per Health and Safety policies and guidelines of WorkSafe BC on all assigned shifts 14. Ensures internal Incident Reports and Licensing documentation is completed as required 15. Demonstrates ability to organize assigned workload and set priorities 16. Ability to apply the nursing process effectively in a well-organized manner to the care of assigned residents 17. Flexibility and willingness to modify routines and duties at times 18. Other related duties as assigned
Qualifications
Education, Training and Experience: • Graduation from an approved Registered Nursing Program • Current practicing membership with the British Columbia College of Nurses and Midwives (BCCNM) and two (2) years recent related experience working with elderly clients or an equivalent combination of education, training and experience • Certificate in Gerontology preferred
Skills and Abilities: • Applies the nursing process as described in BCCNM “Standards of Nursing Practice” • Demonstrates clinical competence congruent with service specific needs • Demonstrates sound organizational, problem solving and teaching skills • Demonstrates good judgment, observation and client assessment skill • Ability to communicate effectively both verbally and in writing • Ability to deal effectively with others

- Ability to be self-directed and to plan, organize and prioritize work
- Ability to work independently with limited supervision and as part of an interdisciplinary team • Ability to provide guidance and direction
- • Physical ability to carry out the duties of the position
- Ability to operate related equipment

Interested applicants please submit your resume and cover letter to:

Natasha Caldwell, Operational Care Director

Email: ncaldwell@rainbowgardens.ca