



Fort Nelson First Nation

Strong. Healthy. Proud. Self-reliant.

POSTING

Position Title:	Mental Health & Addictions Nurse	Posting #:	2019-12-1.0
Department:	Health & Wellness	Level:	G6-L5
Location:	Office at 5001 Dene Etene Rd.; Multiple Sites Served	FTE:	1.0
Supervisor:	Executive Director, Community Services	Rate:	\$35.73 - \$48.02
Authority:	Professional Autonomy; limited authority	First Posted:	23-04-2019
Effective Date:	April 2019	Closes:	When Filled

SUMMARY / SCOPE

In accordance with established vision and values of the Fort Nelson First Nation Health and Wellness Programs, and in partnership with the First Nations Health Authority, Northern Health, and local First Nations communities; the Mental Health & Addictions Nurse provides comprehensive assessment, care planning and treatment coordination, for designated clients and their families. Working collaboratively with other healthcare providers and a multidisciplinary team, the Mental Health & Addictions Nurse provides direct psychological care, counselling and group work, system navigation and advocacy, education, and linkage to relevant specialized complex care resources while facilitating client self-management. The Mental Health & Addictions Nurse is responsible for providing and developing services to maintain or improve the health and social well-being and functioning of the identified population.

The Mental Health & Addictions Nurse is a member of the Mobile Support Team delivering outreach to First Nation's communities and reserves by providing a continuum of services such as: prevention, promotion, and education; assessments and care planning for individuals; and consultation on cultural and clinical interventions; and crisis response when communities are impacted by critical events. The position will provide community development support as it relates to Mental Wellness with BC First Nations communities.

The Mental Health & Addictions Nurse conducts assessments of the clients' conditions and determines client needs, by performing such duties as, meeting with and observing clients' symptoms both in-home and in social settings, speaking with client supports when appropriate such as: family, friends, caregivers, physicians, etc.; provides advanced bio-psycho-social services to persons through a broad range of frameworks in the assigned clinical areas that include a continuum of options designed to optimize clients' recovery and ability to function; provides case management, counselling and other forms of direct services; arranges access to specialized services, and implements transition plans; documents assessments, treatments, and care plans; contributes to a and carries out quality assurance activities; establishes effective working relationships with all stakeholders and participates in committee work and continuing learning and development.

The Mental Health & Addictions Nurse practices in accordance with the standards of professional practice and code of ethics as outlined by the College of Registered Nurses of BC (CNRBC), or the College of Registered Psychiatric Nurses of BC (CRPNBC).

Rewarding Considerations:

- Competitive Wages.
- Ongoing Learning and Development (includes travel).
- Access to Inter-professional, mobile team of colleagues.
- Traditional and cultural experiences and supports.
- Work-Life Balanced Schedule.
- Five Week's Annual Vacation (includes one week Christmas closure).
- Compassionate/Sick Pay.
- Group Benefits Paid.
- Pension Matching.
- Relocation Costs.
- Travel Bonus.
- Annual Attendance in First Nations Health Authority Conference.



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Candidate Profile:

You have graduated from an accredited School of Nursing and are legally eligible to work in Canada. You have a minimum of two years' recent Mental Health & Addictions experience and you are eager to work in beautiful northern British Columbia, and embrace continuing education opportunities and work-life balance.

You have previous experience in Indigenous Health; you are open minded and ready to step out of your comfort zone, and you are receptive to new experiences and you embrace change. Your heart and passion are calling you to work in Indigenous Mental Health and Addictions, and you embrace holistic and cultural approaches to mental health and wellness; recognizing that, community, and culture and traditions are integral to client care – you embrace this vision.

COMPETENCIES

- Assessment and Treatment
- Knowledge Integration
- Communication
- Critical Thinking
- Management
- Leadership and Teaching
- Teamwork
- Computer Skills
- Culture
- Relationships
- Human Caring and Relationship Centered Practice
- Community Involvement and Engagement

REQUIRED QUALIFICATIONS

- Graduation from an accredited School of Nursing.
- Two (2) years' recent related Mental Health & Addictions experience in clinical areas, services, and programs, or an equivalent combination of education, training and experience.
- Current practicing registration with the College of Registered Nurses of British Columbia (CRNBC), or the College of Registered Psychiatric Nurses of British Columbia (CRPNBC).
- Experience working with BC First Nations organizations and communities.
- Knowledge of the health and wellness governance landscape in First Nations health in BC, particularly relative to mental wellness.
- Knowledge of theories, practices and principles relative to mental wellness, suicide prevention, and mental health emergency response, particularly relative to First Nations in BC, including the current programs and services available.
- Knowledge of Aboriginal/First Nations mental wellness health system needs, including mental health and wellness issues that face BC First Nations.
- Knowledge of, and ability to apply, an understanding of First Nations cultural principles and protocols and ability to manage conflict in a respectful and culturally relevant and safe manner.
- Travel is a requirement of this position; and flexibility in relation to work schedules and locations may be required.
- Physical ability to perform the duties of the position.
- Satisfactory completion of a criminal record check – vulnerable sector.
- Valid BC Driver's License and access to personal vehicle for business related purposes.
- Satisfactory driver's abstract.

DESIRED QUALIFICATIONS

The following are considered assets:

- Current AHA Healthcare Provider training (BCLS)
- Remote Certified in emergency care and specialized treatment and clinical care.
- First Nations experience nursing on reserve
- Previous experience in community program development
- Formal training in crisis management
- Familiarity with integrated health services



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WORK CONDITIONS

- Carries an employer cell-phone.
- Occasional requirement to respond to after-hours emergency calls.
- Ability to lift up to 10 lbs. boxes, file-boxes, and equipment.
- Intermittent physical activity including bending, stooping, stretching, squatting, pushing, pulling, walking, standing, sitting, and lifting to facilitate sessions or teach groups.
- Interacts with clients, family members, visitors, government agencies/personnel under all circumstances.
- Manual dexterity required to use desktop computer and peripherals.
- Visual concentration to interpret observations and integrate into evaluation.
- Auditory concentration is constantly required in sessions with clients to listen attentively, to be alert and to obtain and interpret information correctly.
- A higher than normal level of attentiveness is required when assessing high risk clients.
- Driving/Travel is a requirement, must be willing to drive/travel out of town to provide multi-site services, this may include travelling in winter road conditions for distances up to and greater than 100 kilometers
- May be exposed to unpleasant dealings in emotionally charged situations.
- Overtime as required.

APPLICATION INSTRUCTIONS

Closing: Competition will remain open until the position is filled. **Remuneration:** The rate offered to the successful applicant is pending certification(s), knowledge, skills, abilities, and experiences. *Preference may be given to qualified First Nation's applicants, and we encourage those applicants to self-identify. Fort Nelson First Nation is a progressive organization offering an incredible work environment, competitive salary packages, health and pension benefits, professional development and career advancement opportunities. Kindly forward your cover letter and resume to:

Human Resources, Recruitment
Fort Nelson First Nation
R.R. #1, Mile 295, Alaska Highway
Fort Nelson, B.C. V0C 1R0
E-mail: recruitment@fnnation.ca

We thank all individuals for applying, but only those applicants whose applications clearly demonstrate meeting all of the requested minimum qualifications will receive a reply.

* Constitution Act, 1982 [Section 35]; Canadian Charter of Rights and Freedoms [Section 15(1)]; Canadian Human Rights Act [Section 16(1)]; Employment Equity Act [Section 5(a), 10(b)]; Declaration on the Rights of Indigenous Peoples [Article 22]; ILO Convention 169 on Indigenous and Tribal Peoples in Independent Countries.