



2-SPIRITED PEOPLE OF THE 1st NATIONS

FULL TIME CONTRACT EMPLOYMENT OPPORTUNITY

2-Spirited People of the 1st Nations provides prevention, education and support for Two-spirit, including First Nations, Métis and Inuit living with or at risk for HIV and related co-infections in the Greater Toronto Area. We base our work on Indigenous philosophies of wholistic health and wellness. Our future shows a strong, healthy and independent Two-spirit community in Toronto where HIV infections are rare and Two-spirit people live with pride in their Indigenous heritage.

Nurse Practitioner Indigenous Crisis Response Pilot

Position: Nurse Practitioner (NP)
Status: Full-time, Contract
Hours: 35 hours/week
Salary: \$115,000-\$125,000 Benefits included
Date Posted: Wednesday September 20th, 2023
Closing Date: October 12th, 2023
Positions Available: 1

Position Description:

The Indigenous crisis response pilot aims to reduce harms associated with crisis response. Our team offers a safe, trauma-informed, culturally grounded response to our community members in crisis. Reporting to the pilot Director, the Nurse Practitioner's goal is to provide excellent patient and family driven care, in a supportive and culturally sensitive manner. This position is responsible for providing wholistic health care to clients accessing care through 2-Spirits Mental Health Crisis Services. You will do this by collaborating with an interdisciplinary team of care providers, with an emphasis on the assessment, education, prevention, maintenance, and restoration of patient health. The NP will use their knowledge, skill, and judgment to assess and manage clients who may present with complex social and health conditions such as covid-19, unmanaged chronic disease, mental health, substance use, and the ongoing effects of colonialism.

Essential Duties and Responsibilities:

- Embody anti-racist, anti-oppressive, equity-seeking practice in all aspects of work, including with participants, community members, committee members, 2-Spirits staff, stakeholders, networks, and others.
- The position requires respect for, and expertise working with people who face barriers to housing, and/or who experience one or many of the following: mental and physical health challenges, substance use, trauma, social isolation, immigration, unemployment /underemployment and history with the criminal justice system.
- Provide prompt on-site mental health/crisis assessment and intervention and referral to the most appropriate hospital or community services and supports as needed.
- Assess and address any urgent unmet clinical and social needs that arise on-site during opening hours.
- Conduct comprehensive health assessments of community members and their families during outreach/call responses/in person as clinically indicated.
- Provide testing, management, counselling, and prevention of sexually transmitted infections during on site and outreach clinics.
- Collaborate with other Indigenous and service provider organizations to develop and implement culturally safe defined referral pathways.
- Provides ongoing comprehensive primary health care to clients of all ages within the scope of practice of a nurse practitioner, including assessments, diagnosis, counseling, screening, referrals, education treatment and follow-up
- Initiates and manages the care of clients and/or monitors the ongoing therapy of clients with chronic stable illness. Where necessary and appropriate consults with other members of the interdisciplinary team to provide interventions, within the scope of the practice, including the prescribing of drugs, and ordering of laboratory and health promotion options
- Collaborate and consult with multidisciplinary staff within 2-Spirits and partnering organizations to facilitate comprehensive primary care provision.
- Vetting, approving, editing and organizing health education materials
- Facilitate knowledge translation by educating colleagues on topics related to client care.
- Respond swiftly, and appropriately to individuals in crisis, including responding to overdoses, mental health related issues, primary health needs, and support around navigating health care systems.
- Please note: 2-Spirits Indigenous crisis response pilot is a 24/7 program and scheduled shifts may include weekdays, evenings, and nights as well as weekend shifts. Although consistent shifts will be scheduled in advance, with sufficient notice, all Crisis Intervention Workers should be prepared for a schedule change.
- Other duties as required.

Qualifications:

- Must have proven demonstration of understanding the range of issues facing Indigenous people in Ontario.

- Current registration as a Registered Nurse (Extended Class) (RN (EC)) with the College of Nurses of Ontario Primary Health Care Nurse Practitioner Certificate (NP-Primary Health Care)
- Preference will be given to candidates with 2-3 years clinical experience as a Nurse Practitioner.
- 2-3 years of experience in a community setting, or combination of community hospital or public health settings.
- Strong interest in working with diverse communities and populations experiencing marginalization due to social vulnerabilities including homelessness, poverty, sexual identity, gender identity, residency status.
- Experience with trauma-informed care; able to communicate with clients in a professional, empathetic, and culturally safe manner.
- Experience working with people who engage in sex work, prisoners/ex-prisoners, people with mental health challenges is an asset.
- Ability to perform appropriately in emergency situations.
- Excellent crisis intervention, de-escalation, clinical assessment, supportive counselling skills.
- The successful candidate may be required to provide an acceptable Vulnerable Sector Screening
- Experience using Google Docs/forms/sheets an asset.
- Possess an Ontario G classification driver's license and be comfortable sharing responsibilities and driving a work vehicle.
- Must be fluent in English: fluency in an Indigenous language and/or another language is an asset.
- Must be fully vaccinated as defined by Ontario Public Health.

To be considered for this position, you must be passionate about the work we do, and share our organizational values. Please submit your resume and cover letter saved in the following format: **firstname.lastname (ie. John.Smith) to Human Resources, hr@2spirits.org with ATTN: Nurse** in the subject line of your email by the closing date.

2-Spirited People of the 1st Nations is an equal opportunity employer, **Indigenous people including Metis and Inuit, Two-Spirit people, Trans Folks and/or a person living with HIV or AIDS are encouraged to apply.** If you are contacted for an interview and require accommodation appropriate arrangements will be made to assist you through this process. We thank all applicants in advance for their interest; however only those selected for an interview will be contacted.

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Request for accommodations will be supported throughout the recruitment process. No telephone inquiries, only candidates chosen for an interview will be contacted.