



Role: Nurse Practitioner  
Revised: January 2024  
Salary: Commensurate with experience

Reports to: Administrator LTC  
Weekly Hours: 37.5 Hours per week

## ABOUT SHALOM VILLAGE:

Shalom Village is a non-profit campus of care that specializes in the health and wellbeing of Hamilton area seniors. We provide an unwavering commitment to making every day the best day possible for the seniors who depend on Shalom Village services and programs.

Through their dedication, training and commitment to seniors, our team members transform the lives of older adults through a variety of programs and services, including long-term care, senior living apartments, fitness, community wellness and social programs.

Our long-term care services provide a homey environment and programs for frail seniors, while our assisted living apartments are perfect for more active seniors. Our fitness and community programs support local seniors living at home, while also providing them with the opportunity to socialize with their peers, learn new skills, and stay healthy and fit. ***Shalom Village is here to help create moments that matter for every senior!***

\*\*Founded by the Jewish Community, for the benefit of all seniors throughout the Hamilton Region, our Jewish values and traditions ensure that all residents & participants, benefit from the respect, compassion, and dignity inherent in the Jewish faith. We welcome and celebrate individuals from all backgrounds, faiths and cultures.

## MISSION, VISION & VALUES

**Our Vision:** Honouring our Fathers and our Mothers

**Our Mission:** To provide opportunities for the continuity of life interests, values, and relationships for those who need supportive housing, long term care, convalescent care, adult day services and specialized fitness facilities within the context of Jewish Values and Kashruth. We want all those who need our services to feel AT HOME.

**Our Values:** At Shalom Village we use the acronym AT HOME to provide a clear link between our vision, mission, values, and most importantly how these guiding principles are brought to life for all our stakeholders.

- **Acknowledge:** We will listen to each other and commit to being approachable, trustworthy, and helpful while valuing each person's contributions, perspectives and differences.
- **Together:** We will support each other and believe that together we can achieve anything.
- **Home:** We will create a feeling of comfort, trust, familiarity, and safety that honours Jewish Values and brings about each individual person's feeling of being at home.
- **Organization:** We will strive for learning, innovation, accountability, transparency, and excellence.
- **Memories:** We will share memories and create new ones through relationships, sharing, and celebrations.
- **Enablement:** We will empower, encourage, and focus on each other's strengths to make possibilities possible and accomplish our goals.

**As a charity that depends on donor support, Shalom Village Staff play a vital role in our ability to deliver the lifesaving programs that benefit Shalom Village residents and participants. It is crucial that staff members believe-in the power of philanthropy to bring people together to support the hundreds of seniors, and family members whose lives we impact every day. Our staff members are important ambassadors, donors, and members of the Shalom Village Family. We encourage all staff to join us as we harness the power of philanthropy to help us build a thriving community for our seniors, our families, and our staff.**

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**[www.shalomvillage.ca](http://www.shalomvillage.ca)**

### **Attending Nurse Practitioner**

The Nurse Practitioner on our team will be an exceptional asset to our multifaceted teams and those who call us home to be at their very best. The NP will bring the wisdom of their professional designation, the knowledge of the standards and expectations of the Regulated Health Professions Act, Gerontological Nurses Association (GNA) Standards, The Fixing Long Term Care act and Regulations, the Practice Standards set by the College of Nurses of Ontario and the standards and expectations of Shalom Village to their practice.

The NP will support the team and physicians, both working besides, providing direct care, leading, and championing to help ensure each person they care for has the best opportunity for avoiding serious sequelae of life as a person with physical and mental frailties. They will practice so that those who live at Shalom Village can remain at home for care as much as possible, receiving lead practices in both care and comfort each day, and at the end of their days.

The NP will provide expertise and input in all five domains of Advanced Practice Nursing: Clinical Practice, Collaboration, Leadership, Research and Change Agent. As such they will have above all the ability to influence practice, to create respectful and effective relationships with colleagues, team members as well as individuals looking to them for care with clarity and compassion.

The Nurse Practitioner will support the learning and development of nurses alongside the educator. The Nurse Practitioner is also an active member in Quality Committees and provides guidance and support on the quality of care and services.

### **Responsibilities:**

Key responsibilities include, but are not limited to:

1. Utilizing the nursing process (assessing, planning, implementing and evaluating nursing care) within the scope of practice applicable to a RN-EC or Nurse Practitioner, and working in partnership with the LTC staff and the attending or Medical Director, assess acute and chronic illness and/or sudden changes in a resident's health status to determine if resident can be managed medically within LTC Home environment by:
  - analyzing residents' condition through physical assessment of;
  - reviewing and analyzing documentation and lab results.
  - consulting with staff, family and physician as required
  - ordering blood work and diagnostic testing; and
  - prescribing treatment and follow-up care for resident
2. Assess and evaluate a resident's condition, document findings, and prescribe appropriate treatment that falls within the professional scope of practice for registered staff within the LTC setting. Collaborate with physician as appropriate.
3. Collaborate with the interdisciplinary team and nurse leaders to identify the educational needs of staff to advance their ability to provide and ensure safe and effective management of care delivery for residents.
4. Contribute to development and delivery of education to caregivers, residents and families as required.
5. In collaboration with physicians, Directors of Care (DOC) and Shalom Village contribute to development of guidelines for lead practices and policies in care delivery.
6. Evaluate changes in resident's health status in consultation with health care providers and resident or power of attorney for personal care, recommend comprehensive treatment options available and expected outcomes and instruct treatment options for resident as appropriate.

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7. Consult with physician when encountering resident care situations beyond the NP's legal scope of practice and/or individual competency.
8. Assist with care co-ordination and the resident's safe return to LTC as soon as possible when a resident is transferred to hospital.
9. Participate actively in CQI projects.
10. Contribute to benchmarking and identification of trends and issues through analysis. Evaluate effectiveness of reducing transfers and admissions of residents to hospital by auditing and maintaining statistics related to length of stay, transfers to hospital and admissions, education delivered, specialized treatments provided.
11. Be an active part of welcoming new residents' home to Shalom Village.
12. Carry out all duties with appropriate attention for resident safety.
13. Performs other duties as assigned.

### **Qualifications:**

The successful applicant will possess the following qualifications:

- Successful completion of a Nurse Practitioner program
- Current RN registration with the College of Nurses of Ontario in the Extended Class (EC)
- A minimum of 3 - 5 years recent experience with preference given to positions providing care to seniors
- Advanced assessment skills and sound knowledge of clinical therapeutics
- Comprehensive knowledge base and high degree of clinical competence caring for seniors.
- In addition, applicants must have demonstrated experience in the following elements of nursing practice:
  - Strong leadership ability and highly developed interpersonal skills
  - Ability to manage and work collaboratively with an inter-professional team.
  - Ability to be flexible and adapt positively to constantly changing situations.
  - Effective patient and family counseling skills
  - Excellent communication skills, negotiation, and conflict resolution
  - Strong organizational, critical thinking and problem-solving skills
  - High level of initiative and self-direction
  - Proficient in computer applications
  - Strong written and verbal skills to communicate with all levels of the organization and its executive team.
- Must understand or be willing to learn about the *Fixing Long Term Care Homes Act* and Regulations.
- Thrive in a busy, collaborative, and caring environment.
- Flexibility, resilience and adaptability to changing needs and demands of the program and organization.
- Must have strong communication, leadership, organizational and interpersonal skills.

Shalom Village is committed to diversity and inclusivity. We are excited to hire people whose skills, attitude, and abilities contribute to the success of the organization and who reflect the values of our community.

*\*\*Shalom Village recognizes that the right fit for a position is more than just a list of criteria. If you believe you may be a good candidate, but you don't meet all the criteria, please apply, and tell us why you're a great fit in your cover letter. You may be just the person we are looking for.*