



Hay River Health & Social Services Authority | Administration des services de
santé et des services sociaux de Hay River
37911 MacKenzie Highway | 37911, route MacKenzie
Hay River, NT X0E 0R6

Registered Nurse Educator, Acute & Ambulatory Care

Salary: Range 18, \$51.12 to \$64.26 per hour

Status: Casual, no guarantee of hours

Competition #: CA24-038

Closing Date: Open

The incumbent will facilitate the transition of graduate nurses and newly-hired nurses into the Hay River Health & Social Services Authority (HRHSSA) and experienced nurses into advanced practice areas through the provision and/or coordination of orientation, mentoring, and professional development support. Services will be provided in accordance with the Hay River Health and Social Services Authority mission, goals and objectives and the standards of professional and legal nursing practice of the Northwest Territories (NWT). A seamless and supported introduction into the workforce is expected to assist with the development and retention of a northern workforce. The incumbent will coordinate mentorship placements, provide mentoring to graduate nurses, orient new nurses, provide nursing skills training, monitor competencies of mentees and inexperienced nursing staff, coordinate continuing education to meet identified learning needs, and contribute to quality assurance, safe, evidence-based nursing practice and continuous improvement of health care delivery.

Qualifications:

- The Nurse Educator must have advanced knowledge of and an ability to apply the nursing process (assessment, planning, implementation and evaluation) and current nursing practice to provide hands on training and assessment to nurses within the Authority – meet all of the nursing competencies for registration with the CANNN;
- The Nurse Educator must have specialized knowledge in the area of nephrology (the study of diseases and disorders of the kidney) and must be capable of sharing this information to both clients and caregivers.
- Knowledge of and an ability to operate, calibrate and clean the dialysis specific tools and machines required during the dialysis of clients (ie. including but not limited to the dialysis machines, water purification system, artificial kidneys, pumps, etc.).
- Training new nurses involves a wide range of patient care skills that requires a broad knowledge base of program and service delivery and the ability to evaluate the performance of both the services and the staff providing them;
- The incumbent must be able to work with staff to maintain a creative and supportive work environment where people are willing to work together for the benefit of the patients;
- The incumbent should possess negotiation/mediation skills, as well as some knowledge of adult learning principles in order to effectively assess learners and provide effective guidance, mentorship and training;
- Ability to provide a safe and caring environment for clients, their families and other members of the health care team;
- An ability to operate and/or use standard medical equipment (such as but not limited to – ECG, peripheral Infusion devices and lines, thermometers, NG tubes, sphygmomanometer, blood glucose monitors, stretchers, suction tubes, sharps, pulse oximeter, etc.);
- Knowledge of medications and an ability to monitor and maintain an adequate supply of medications for the HRHSSA;
- Knowledge of biological, physical and behavioral sciences are required in order to provide competent care, recognize and interpret findings and make decisions about priority of care;



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- The delivery of client services that requires assessment, diagnosis, intervention, and evaluation that falls within an advanced nursing scope of practice is required.
- Ability to communicate effectively in writing and verbally to people with varying backgrounds, knowledge and levels of education is required;
- The incumbent is a team player, flexible in attitude and is able to multi-task as needed;
- Knowledge of and ability to operate word processing and spreadsheet applications (i.e. Microsoft Word) in the completion of training materials and presentations;
- An ability to operate a desktop computer in order to send and receive electronic mail and conduct research over the Internet;
- Experience in adult education and program development preferred;
- Knowledge of northern cultures, values and political structures.

The knowledge and skills required are normally acquired through a Bachelor of Science in nursing degree, hemodialysis training from a hospital approved course and five years of nursing experience in a variety of acute care/specialty areas and at least two year of experience facilitating mentorship or training programs within a health care system.

The Nurse Educator must be registered with the CANN and have successfully completed a criminal record check.

In addition to an attractive salary, we offer a Northern Allowance of \$2.42 per hour up to \$4,711 per year. All job offers are subject to references, a satisfactory Criminal Records Check (including vulnerable sector search) and an Employee Health Risk Assessment. Only those candidates selected for an interview will be contacted.

For full job description, including required knowledge, skills & abilities, please see job posting/job description on our website at www.hayriverhealth.ca under the 'Careers' section.

How to apply:

Applicants should send their resume via email to hrhssa_competitions@gov.nt.ca or via Fax to (867) 874-8345