

CNS/Nurse Practitioner - DCCP

Within the Diabetes Comprehensive Care Program, the Clinical Nurse Specialist/Advanced Care Nurse Practitioner contributes to the quality of patient care through the five competencies of the roles which include: advanced practitioner within a defined patient population, leader, educator, change agent, and research consultant. The emphasis on particular components of the role may change over time in response to the evolving priorities of the program. However, it is anticipated that 50-75% of the CNS/NP's time will be devoted to comprehensive clinical care activities, and 25-50% of time will be dedicated to the other domains of the role.

The CNS/NP's practice integrates the advanced knowledge from Nursing and Medicine within a broad framework of advanced nursing practice. The CNS/NP's practice should be viewed as a balance between collaborative and independent practice.

DUTIES & RESPONSIBILITIES:

- Works collaboratively with nursing colleagues, physician teams, allied health team and patient/family to provide advanced nursing practice through physical and psycho-social assessments, development of outpatient care plans, implementation of the care plan and assisting with the evaluation of patient outcomes.
- Develops strategies to grow home Peritoneal Dialysis and home Hemodialysis through providing continuity of care in the Progressive Renal Insufficiency Clinic, Home Dialysis Clinic and Multidisciplinary Diabetes Clinic.
- Monitors and creates clinical guidelines, pathways and educates staff regarding these while acts as a resource for related issues and problem solving. Recommends clinical guidelines revisions as indicated.
- Coordinates outpatient care plans with follow-up and evaluation of care.
- Provides leadership to the DCC Program team by committee involvement, participation in program development & evaluation and in the development of educational programs whose focus is related to the tertiary care management of patients within the Diabetes Comprehensive Care Program.
- Monitors progress of home dialysis growth, and tracks and reports monthly on quality metrics and indicators.
- Participates in the development of quality improvement initiatives and the monitoring of outcome indicators. Benchmarks patient outcomes against gold standards and provides mentoring and guidance to the multidisciplinary team with regard to quality processes.
- Maintains leading edge nursing knowledge base through clinical research and literature analysis.
- Integrates evidence into all aspects of clinical practice to enhance patient care and contributes to the dissemination of nursing knowledge through presentation/publication; supports research-based best practices for nursing.
- Acts as a consultant and resource to nursing leadership, medicine, members of health care team and external groups in the process of decision-making strategic planning and problem solving.

QUALIFICATIONS:

- Registration in good standing with the College of Nurses of Ontario required.
- Masters degree in Nursing with specialized clinical focus in diabetes required; most particularly extensive expertise in outpatient areas including patient education.
- Certified diabetes educator certificate a requirement.
- Successful completion of a Nurse Practitioner program from a recognized university.
- Current experience and demonstrated success as a Clinical Nurse Specialist.
- Demonstrated clinical leadership skills.
- Demonstrated commitment to the visions, goals and mission and values of St. Michael's Hospital.
- Strong analytical and conceptual skills.
- Demonstrated excellent organizational and communication skills.
- Demonstrated knowledge and skill in critical thinking and decision-making.
- Demonstrated advanced computer skills (Access database management) an asset.
- Excellent attendance and punctuality record.

Competition #:	620398
Employment Status:	Temporary Full Time
Closing Date:	March 29, 2010
Salary Range:	\$39.72 - \$46.73 per hour