



REACH Niagara

Job title: Clinical Lead - Nurse Practitioner
Location: Niagara Region
Program Area: Transitions into Comprehensive Care (Justice Program)
Reports to: Executive Director
Wage range: \$117,546.78 - \$130,541.58 + 10% in lieu of benefits
Status: Full time (35 hours/week), temporary (up to March 31, 2028)
Hours of Work: Monday - Friday, 8:30 a.m. - 4:30 p.m.

Summary

Regional Essential Access to Connected Healthcare (REACH) is a dynamic nonprofit, charitable organization that provides health care services to the unhoused community, survivors of intimate partner violence, those with justice involvement, and those who experience barriers to accessing healthcare services. We are committed to removing barriers to care by providing accessible and equitable care.

Reporting to the Executive Director, the Clinical Lead is a valued member of the leadership team. This professional is an experienced primary care provider with a clear understanding of social and medical complexities. As a leader in care, the Clinical Lead will guide the clinical development and implementation of a new justice program (Transitions into Comprehensive Care). This person is experienced with client care practice and policy, champions quality improvement, facilitates interprofessional collaboration, and professionally represents the organization with our community partners.

Accountabilities and Responsibilities

Duties and responsibilities include, but are not limited to:

Leadership Duties:

- In collaboration with community partners, staff, and the Medical Directors, lead the clinical development and implementation of the justice program.
- Acts as a resource for, and works closely with, the other members of the Transitions into Comprehensive Care team and community partners to assess needs and identify relevant services and support options to effectively support clients' care plans.
- Develop, review, and revise relevant clinical and program protocols
- Provide guidance and leadership to other clinical roles

- Represent the organization at respective community partner tables and present program findings at perspective conferences/workshops
- Support the program team in maintaining standardized, high quality EMR documentation to meet mandatory funding requirements
- In collaboration with the team, identify quality of care opportunities and collaborate with the team to develop plans to enhance quality of, and access to care.
- Assist with the on-boarding of program staff
- Foster relations with local medical and nursing schools to maintain working relationships and student placements.
- Promote a culture of collaboration and respect across all disciplines and functions.

Clinical Duties:

- Provides client diagnosis, assessment, planning, implementation, and evaluation in accordance with the College of Nurses of Ontario's (CNO) standards of practice.
- Supports clients in the completion of ODSP applications, other forms, and referral management.
- Delivers advanced care to marginalized populations, specifically: individuals who are homeless, under-housed, and/or individuals living in poverty with justice involvement.
- Advocates for individual client's needs to ensure access to effective care, follow-up and resources from both an individual and systemic level.
- Provides point of care in various locations and works collaboratively with Niagara's local and federal justice programs.
- Collaborates with all team members in a respectful and professional manner, this includes clinical consultation with Medical Directors.
- Works from a health equity framework to improve health outcomes for individual clients and/or for the development of community health and well-being, and to reduce health inequities.
- Develops and maintains strong ties to other professionals and community members.

Overall:

- Engages in evidence-based practice and ongoing learning.
- Maintains professional competencies, CNO requirements, and professional liability insurance.
- Participates and co-leads quality improvement initiatives to advance the work of REACH.
- Operates within established policies and procedures.
- Maintains timely documentation standards using Telus PS Suites.
- Participates in team and organizational meetings, committees, special events, etc.
- Understands and works within the Occupational Health and Safety Act (OHSA), Personal Health Information Protection Act (PHIPA), Accessibility for Ontarians with Disabilities Act (AODA), the Ontario Human Rights Code and other relevant legislation.

- Demonstrates a commitment to a healthy and safe workplace for self and others (staff, clients, families, etc.) by taking all reasonable precautions and working in compliance with REACH-related policies, health and safety legislation and best practices.
- Ability to work flexible hours as requested by leadership.
- Work in a manner that demonstrates commitment to REACH's mission, vision, and values.
- Contributes to the REACH's strategic goals and objectives and values the equality and diversity of the client community.
- Other duties as required.

Qualifications

Education and Work Experience Requirements:

- A degree in nursing from a recognized university or combination of nursing diploma and additional relevant courses/training.
- Current extended class registration and in good standing with CNO.
- Current professional liability insurance.
- A minimum of 3 years of experience practicing in a clinical setting, community setting preferred.
- A minimum of 3 years of experience in providing care to socially and medically complex individuals.
- Additional certification in addictions medicine or general desire to work towards this. Note: The organization will be able to contribute to this.
- Demonstrated experience in collaboration and working within an interdisciplinary team.
- Demonstrated experience and highly proficient in Electronic Medical Records.

Knowledge, Skills and Abilities:

- Ability to practice utilizing a client-centered approach with a strong understanding of the impact of the social determinants of health on patient care management.
- Demonstrated ability to mentor and lead staff through change management and conflict resolution.
- Demonstrated ability to lead clinical practices.
- Superior communications skills that include interpersonal relationships, conflict management, written and verbal skills, as well as computer literacy.
- Highly motivated, flexible and well organized.
- Excellent time management skills with the demonstrated ability to effectively set priorities and complete required tasks.
- Ability to effectively identify problems and collaborate with others towards a solution.
- Proven ability to lead and/or participate in research and quality improvement initiatives.
- Must be able to work in an evolving environment, while maintaining a positive attitude and providing exemplary client-centered care.
- Demonstrated initiative and experience working independently with minimal supervision
- Thorough knowledge and experience of harm reduction, trauma-informed approaches, addictions, and mental health.

- Ability to carry out duties independently while maintaining accountability

Conditions of Employment

- Understands and works within the Occupational Health and Safety ACT (OHSA) and Personal Health Information Protection Act (PHIPA)
- Demonstrates a commitment of a health and safety environment for self and others by taking all reasonable precautions and working in compliance with REACH's related policies and best practices.
- At point of hire, provide proof of education, registration of respective regulated College, satisfactory Police Clearance Certificate, routine immunizations as per REACH's Immunization Policy, and a driver's abstract.

Working Conditions

- Ability to work a fixed schedule with possibility of evening and weekend hours
- This position will be located on the mobile health clinic, point of care locations, and in the community with clients where needed.