

**Position Title:** Community Clinician (Behaviour Support System)  
**Dept/Program:** NSM Specialized Geriatric Services

**Job Class:** RN or OT  
**Rate of Pay:** RN: \$37.99 - \$45.93  
OT: \$41.34 - \$46.88

**Employment Type:** Full Time  
**Work Schedule:** 37.50 hours weekly as per schedule  
**Posting Type:** Open

**Employee Group:** OPSEU  
**Posting Date:** November 19, 2018  
**Number:** 2

The North Simcoe Muskoka (NSM) Specialized Geriatric Services (SGS) Program, a LHIN-wide program under the leadership of Waypoint Centre for Mental Health Care, was established in 2016 to advance the care of frail seniors and caregivers in the NSM region. With a mandate for leadership, clinical service, education and mentorship, research and ethics as well as advocacy, the program collaborates with a broad variety of partners from within and outside the NSM health system to improve patient outcomes, build capacity and foster system change.

The Manager of the NSM SGS program, Behaviour Support System (BSS) is currently seeking Registered Nurses or Occupational Therapists to fill 2 (two) Community Clinician positions. The NSM BSS team is a highly collaborative, interprofessional team that provides comprehensive geriatric assessment and management for older adults experiencing responsive behaviours as a result of cognitive impairment related to dementia, mental illness, addictions or neurodegenerative disease processes. The Community Clinician will work collaboratively with the interdisciplinary team as well as with the client, caregiver and other health service providers to develop, implement and evaluate a plan of care. The Community Clinician will also build capacity by sharing knowledge through education, coaching and mentoring. **Please Note: The BSS supports the 5 Sub-LHIN regions. These 2 positions will primarily support either the Muskoka Region or the South Georgian Bay/North Simcoe region, however travel across the NSM region will be required for this role.**

**Key Accountabilities:**

- Provide comprehensive geriatric assessment and management, with a specific focus on responsive behaviours.
- Work collaboratively with patients, their caregivers, other members of the NSM SGS interdisciplinary team, other health care providers and relevant partners to support the needs of the patients and their caregivers and communicate across the health system.
- Provide direct care that is person-centred and supported by evidence-based clinical best practices including crisis intervention and risk management support as required.
- Build capacity among patients, their caregivers, health service providers and other relevant partners through education, coaching and mentoring.
- Participate in committees and committee work, data collection and analysis, program and project development, continuous quality improvement initiatives, and research as appropriate.
- Participate in ongoing education and training related to best practice in the provision of care to the target population.
- Other duties as assigned.

**Requirements/Qualifications:**

- Current registration in good standing as a Registered Nurse with the College of Nurses of Ontario or as an Occupational Therapist with the College of Occupational Therapists of Ontario
- Certification in gerontological nursing [GNC(C)] an asset
- Three to five years' recent and related experience working with older adults with cognitive impairment and responsive behaviours
- P.I.E.C.E.S. and Gentle Persuasion Approach (GPA) training preferred
- Proficiency with Microsoft Office suite (Word, PowerPoint, Excel)
- Demonstrated ability to function and participate as a central member of an interdisciplinary team
- Current CPR and First Aid Required
- Demonstrated skills in gerontological assessment as well as care plan development, implementation and evaluation including analytical skills to evaluate and apply treatment models and interventions
- Demonstrated knowledge of and/or experience with pharmacological and non-pharmacological approaches to behaviour management
- Results oriented work ethic, able to work independently and undertake tasks needed to accomplish work objectives and deliver quality, consistent and timely results
- Demonstrated leadership, conflict resolution, risk management, analytical skills and organizational skills with proven ability to adapt readily to change.
- Demonstrated interpersonal skills including an ability to successfully engage others internal and external to the organization, success facilitating groups and an ability to translate knowledge into practice using adult learning principles
- Proven written and verbal communication skills
- Valid Ontario's driver license, a safe and operational vehicle and an ability to travel distances across the NSM region
- Models and promotes core ethical practice of Waypoint and NSM SGS Program Values
- Preference for proficiency in French/English language

**How do I apply?**

Waypoint employees apply through the Employee Self-Service portal at <https://employees.waypointcentre.ca> and external applicants apply to [http://www.waypointcentre.ca/i\\_want\\_to\\_join\\_your\\_team](http://www.waypointcentre.ca/i_want_to_join_your_team) by close of business (5:00 pm) on **November 29, 2018** quoting **Job ID WC18-251**. Attach your cover letter and resume detailing why you are interested in this opportunity and how you meet the qualifications and key accountabilities specified.

**We are committed to fostering an inclusive, accessible work environment, where all employees feel valued and respected. Waypoint offers accommodation for applicants with disabilities as part of our recruitment process. If you are contacted to arrange an interview, please advise us if you require an accommodation.**

**All applicants are thanked for their interest in this position, however, due to high volumes only those selected for an interview will be contacted.**