

## INTERNAL/EXTERNAL

<b>Job Title:</b>	Nurse
<b>Type:</b>	Casual/Relief - Non-Bargaining Unit
<b>Number of positions posted:</b>	5
<b>Rate:</b>	\$34.63 per hour
<b>Hours:</b>	Mornings, Afternoons, Weekends
<b>Supervisor:</b>	Senior Manager, Supervised Injection Service
<b>Posting Date:</b>	October 14, 2020
<b>Application Deadline:</b>	Until positions filled
<b>Location:</b>	145 Queen Street East

Fred Victor is a not-for-profit, multi-service community-based organization that has assisted people living on low incomes in Toronto for over 125 years. We work in partnership with women, men, and families from diverse backgrounds who face poverty, homelessness, mental health issues, addictions, and/or social isolation to address their needs and hopes and advocate for a more equitable society. We will be opening a new Supervised Injection Service at our 145 Queen Street East location. Please see our website at [www.fredvictor.org](http://www.fredvictor.org). Fred Victor works with a highly diverse population of people and upholds the values of respect, choice, and inclusion.

The Registered Nurse -SIS, position will supervise the Harm Reduction Worker Team members on shift and work as part of the multi-disciplinary SIS staff team that strives for excellence in client-centered care and education. Using a client-centered, anti-oppression, and harm reduction approach, the Nurse supervises participants administering their own pre-obtained illicit drug injections, provides safer injection education/support, monitors service users for adverse reactions, assesses, responds to, and manages overdose events, initiates emergency response as necessary, as per established protocols, provides overdose prevention education, provides basic primary care to address injection drug use issues and makes referrals to other health and social services. This position will work collaboratively with other interdisciplinary team members, health care professionals/service providers, and clients in the identification and resolution of health issues and integration of care, and will make referrals to other service providers.

The position requires a commitment and adherence to the vision, values, and goals of Fred Victor as expressed in the mission and strategic plan of the organization.

### Responsibilities:

- Works independently, under the guidance of Medical Directives, or in consultation with other primary care providers or other relevant inter-professional team members as appropriate
- Orients clients to SIS and supports a welcoming, non-judgmental and safe space
- Establishes a therapeutic relationship and develops rapport with clients
- Completes intake and assessments, when required, and acts as an entry point into the SIS and other health or social services at Fred Victor and beyond
- Supervises SIS clients to administer their own injections, who may present with a variety of acute and chronic illnesses/diseases
- Assesses, responds to, and manages overdose events.

- Initiates emergency response if necessary, as per established protocols
- Provides overdose prevention education
- Ensures operations of the SIS comply with all exemption requirements and guidelines
- Dispenses medications to clients without access to medication as delegated by Medical Directives
- Provides health-related equipment or supplies to clients, including harm reduction supplies, and advises on proper use
- Follows established documentation protocols and maintains clear, accurate and timely written documentation in accordance with established procedures and policies of their respective regulatory bodies, the MOH and Fred Victor; prepares/maintains statistical data, correspondence reports and other documentation, as required
- Works collaboratively with other staff Fred Victor team members, participates in inter-disciplinary case conferences and team meetings, as required by FV, and collegially shares information, and demonstrates and/or provides guidance on clinical/health related tasks
- Supports SIS research and evaluation activities. Contributes to FV's activities to collect, analyze and report on data, participates in research as applicable
- Liaises with other SIS and community partners and participates in knowledge exchange/transfer activities, on occasion and in consultation with the management team
- Identifies trends or issues related to the health status of priority groups and uses this information in service planning and advocacy work
- De-escalates conflict with or among clients in accordance with established policies and protocols
- Maintains a hygienic working environment, conducts infection control tasks in accordance with related policies and procedures
- Other duties as required

**Qualifications:**

- Degree in Nursing with current registration as a Registered Nurse with the College of Nurses of Ontario & RNAO membership
- Minimum three (3) years of experience in a community setting or combination of community and hospital or public health settings; experience in primary care or street/outreach nursing setting an asset
- Significant front line nursing harm reduction experience; values aligned with a harm reduction approach to service delivery
- Experience working with people who use drugs, as clients, and as co-workers
- Experience in emergency response
- Experience in program development, implementation monitoring, and evaluation considered an asset
- Proficiency in the use of computer technology and various software applications
- Strong oral and written communication skills; ability to actively and accurately listen
- Open to feedback
- Ability to appropriately handle conflict
- Demonstrated display of sensitivity to others
- Experience working with racialized populations, Indigenous peoples, women who engage in sex work, prisoners/ex-prisoners, people with mental health challenges, and people who have experience trauma, would be an asset
- Respects and values the diversity of communities and individuals

**Working Conditions:**

This position may require exposure to environments with secondhand smoke, unpleasant odours and pests such as mice, cockroaches and bedbugs. Constant exposure to the potential of unpredictable behaviours and situations, which may include people who are escalated, aggressive and may be under the influence of drugs and alcohol.

**To apply** please submit your application via email to Hiring Committee at [HarmReductionHiring@fredvictor.org](mailto:HarmReductionHiring@fredvictor.org)

**No phone calls, faxes, or mailed resumes please.**

**The final candidate(s) will be required to provide a current police reference check prior to being hired.**

*We strive to foster a workplace that reflects the diversity of the community we serve and welcome applications from all qualified candidates; however, only those selected for an interview will be contacted.*

*Fred Victor is also committed to developing an inclusive, barrier-free selection process and work environment. If contacted, please advise the hiring manager if you require any accommodation measures to ensure you will be interviewed in a fair and equitable manner. Information received relating to accommodation requests will be treated with confidentiality.*