



Advanced Practice Nurse – Clinical Nurse Specialist, Professional Practice

Full Time

\$92,410.50 - \$108,732.00

Reference#:22-521A

The Advanced Practice Nurse, Clinical Nurse Specialist (APN, CNS) assumes a leadership role in influencing, enhancing and enabling clinical nursing practice and professional practice within the assigned sites and community programs at Providence Care. Reporting to the Senior Director, Professional Practice, and in consultation with the applicable Program Leadership, the APN, CNS acts as an expert clinician, a leader/change agent, an educator, and a researcher within a specific area of expertise. The APN, CNS provides leadership, expertise, and creativity regarding practice guidelines, standards, policies and procedures, new initiatives, professional development systems, and research. The APN, CNS is accountable to evaluate, analyse and provide recommendations regarding quality improvement initiatives and performance management.

Role Responsibilities

- Provides clinical assessment and management within a specific area of expertise (e.g. incontinence, wound care, dementia, falls, complex mental illness) and in collaboration with patients/clients and families with complex care needs.
- Leads, implements and evaluates specific organization-wide projects directed towards enhancing clinical practice.
- Acts as a resource, coach and mentor to clinicians, particularly related to area of expertise and complex patient/client and family situations.
- Identifies learning needs and uses adult education concepts in planning, designing and implementing educational strategies.
- Monitors practice trends, identifies and establishes opportunities to promote innovation, exploration and partnerships related to new initiatives within area of specialty.
- Develops policy and procedure and medical directives for nursing practice and patient/client care in consultation with Advanced Practice Leader, Nursing and other stakeholders, as appropriate.
- Supports stakeholders as a consultant and is accountable to research, review, analyze and make recommendations regarding identified professional practice concerns/issues to assist with resolution and/or action planning to promote and support excellence in professional practice.
- Leads professional practice remediation and participates in performance management in consultation with the Senior Director, Professional Practice, Program Senior Directors, and Program Managers/Team Managers to support the professional practice development of individual nursing staff with identified concerns. The APN, CNS is accountable to develop recommendations and complete relevant documentation.
- Develops, implements, evaluates and revises practice-based reference manuals, practice standards and related documentation, and resource materials for program/unit operations within assigned sites and community programs as related to area of specialty.



Required Qualifications and Experience:

- Master's Degree in health-related profession
- Current unrestricted registration with the College of Nurses of Ontario
- Minimum of three years of recent, relevant experience and expertise in geriatric care,
- Completion of course work relevant to expertise in geriatric care
- Experience in research

Located in Kingston, Providence Care is Southeastern Ontario's leading provider of aging, mental health and rehabilitative care. Continuing the legacy of our Founders, the Sisters of Providence of St. Vincent de Paul, Providence Care provides care and services at Providence Care Hospital, Providence Transitional Care Centre, Providence Manor Long-Term Care home and community locations across Southeastern Ontario.

Providence Care is Fully-affiliated with Queen's University and St. Lawrence College; Providence Care is a centre for health care, education and research, and a member of the Council of Academic Hospitals of Ontario.

To apply for this position please email your Covering Letter and Resume quoting reference number in subject line to work@providencecare.ca

To learn more about Providence Care and other opportunities please visit:

<https://www.providencecare.ca/careers-volunteering/>

We are committed to inclusive and accessible employment practices – Please notify the above if you require an accommodation to fully participate in the hiring process or require recruitment documents in French.