



Scarborough Centre for Healthy Communities (SCHC) is dedicated to meeting the diverse, holistic health needs of the people of Scarborough by addressing the physical, mental, social, financial and environmental aspects of their health. Through the promotion of healthy lifestyles and delivery of a comprehensive range of culturally competent health and social services, we cultivate vital and connected communities.

We are currently looking to hire a:

**Registered Nurse, Diabetes Education  
Full Time – 1 Year Contract  
(35 hours per week)**

Reporting to: Manager, Community Health Teams

SCHC is seeking a Registered Nurse Educator to be part of the Diabetes Education Program which is composed of full time RN/RD teams, a Social Worker and administrative support. We educate and counsel clients at risk for diabetes, pre-diabetes and type 2 diabetes in both individual and group settings. The RN will practice within an inter-professional model of care.

**Department:** Diabetes Team

**KEY AREAS OF RESPONSIBILITY:**

**Client Interaction**

- Provide a thorough nursing assessment of client's level of knowledge and readiness to change, socio-economic and cultural background in developing a maintenance plan related to diabetes.
- Employ appropriate teaching methods and education principles to assist clients and their family members in gaining knowledge, skills and confidence in self-management of diabetes.
- Maintain the continuity of care by maintaining up to date medical records, and communicating with the client's primary care provider and other service providers as required
- Regular monitoring of clients within scope of practice and evaluate the effectiveness of clients' self-care plans through regular follow up visits with clients
- Collaborating with the client's primary care provider and provide suggestions with regards to any required changes in client's treatment profile.
- Engage in medication management according to SCHC Medical Directives and SCHC Medication Management Policies.
- Ability to develop collaborative care plans with clients and families.

**Program Development**

- Contribute to policy development in relation to health care delivery and professional practice.
- Ability to conduct needs assessment.
- Provide timely information and reports, as required by SCHC and/or program manager.
- In collaboration with the health care team, perform needs assessment and plan, develop, implement, promote and evaluate the community-based diabetes education program for Scarborough's diverse high-risk population.
- Apply Adult Learning Principles and clear writing skills to develop client education lesson plans, teaching and resource materials.
- Plan, organize, coordinate and engage actively in health promotion activities towards diabetes prevention and management, by providing outreach and presentations in targeted population areas on and off sites in collaboration with other service providers.
- Follow SCHC protocol on electronic charting and enter clients' data in timely manner to maintain statistical data.
- Participate in chart reviews and audits.
- Perform prioritizing referrals.
- Act as a resource for other health care providers and the community.
- Perform other duties as assigned that are reasonable within the scope of the job.

#### **Advocacy**

- Demonstrate the capacity to advocate and support culturally diverse communities and identify current gaps of service
- Identify the needs of individual clients and communities and tailor our services to best suit their needs
- Supervise and mentor students/interns who are willing to obtain knowledge in diabetes field.
- Participate in organizational committees and QI initiatives as required.

#### **Partnership & Professional Development**

- Identify and develop positive relations with community agencies, resources and stakeholders to better support client needs and refer them to appropriate resources
- Actively participate in the promotion of SCHC inter-agency referrals
- Develop and maintain professional competence through different venues including in-services, conferences and workshops
- Attend professional networks like CDENT and DES.

#### **Educational and/or Professional Qualifications:**

- Bachelor of Science in Nursing degree from a recognized university. Registration and a member in good standing as a Registered Nurse with the College of Nurses of Ontario.
- Certified Diabetes Educator (CDE) certification required or willingness to obtain within 1 year of hire.
- Certification in the Principles of Adult Education considered an asset.

#### **Level of Experience:**

- 3 to 5 years of current practice within a Diabetes Education Program and/or equivalent

- Working experience in mental health field is considered an asset. Experience in program development, implementation, monitoring and evaluation.

**Skills and Attributes:**

- Possess a sound knowledge base around the prevention, care and management of diabetes.
- Highly developed presentation and group facilitation skills.
- Sensitivity to and awareness of cultural and socio-economic diversity within the community
- Strong organizational, interpersonal and communication skills.
- Proven commitment to professional development and continuous learning.
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- Maintains confidentiality and professional-ethical standards of conduct at all times.
- Good assessment and clinical reasoning skills.
- Experience with conflict resolution techniques.
- Capacity to strongly develop and maintain professional links with community partners, health care professionals, and key stakeholders in Scarborough.
- Values team work and Interprofessional models of care.
- Proven proficiency in professional documentation practices according to CNO standards.
- Oral and/or written fluency in other languages relevant to the community the program serves is a definite asset.
- Valid Driver's License to drive in Ontario and access to a vehicle.
- Current certification in CPR/First Aid or willingness to obtain.
- Knowledge of Person- and Family-centered care.
- Strong knowledge of infection prevention and control principles.

**Significant Working Conditions:**

- Flexibility to work once a month evening and weekend is required
- Requirement to work at multiple sites within Scarborough.

**Remuneration:** \$31.14 - \$37.50

**Pay Band:** D

**Please note:** All other conditions of employment are set out in the collective agreement between SCHC and SEIU.

**Please reply in confidence to:**

ATTN: HR Department

By email: [hr@schcontario.ca](mailto:hr@schcontario.ca)

**Note:** Please quote ***RN-Diabetes*** in the subject line.

**Deadline:** Candidates are invited to apply no later than Friday August 2, 2019 by 5:00 pm.

*All applications must be received by this date for consideration.*

*We would like to thank all applicants; only those invited to interviews will be contacted.*



SCHC values equity, inclusion and accessibility. We welcome those who have a demonstrated commitment to upholding these values and who will assist us to expand our capacity for diversity in the broadest sense. We encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Metis and Inuit peoples, Indigenous peoples of North America, racialized persons, newcomers, persons with disabilities, and those who identify as women and/or LGBTQ2S+

Please note that all qualified candidates, eligible to be employed in Canada, are encouraged to apply.

As an employer, we strive for excellence as a workplace and are committed to building a workforce that enhances our capacity to meet the needs of the diverse communities we serve. SCHC is committed to providing a barrier-free environment for all stakeholders including our clients, employees, job applicants, suppliers and any visitors who may enter our premises, access our information or use our services. We respect and uphold the requirements set forth under the *Accessibility for Ontarians with Disabilities Act, 2005*, and its associated regulations.

For more information about our programs and services, please visit our website at [www.schcontario.ca](http://www.schcontario.ca).