



## Internal/External Posting Nurse Educator (Registered Nurse) Allied Health, Diabetes

**Permanent Full Time Position: 35 hours per week**  
**Salary Range: \$62,837.00 per year to \$74,148.00 per year**

*The majority of work will be conducted via  
Davenport-Perth Neighbourhood and Community Health Centre  
and occasionally via Four Villages Community Health Centre*

LAMP Community Health Centre is a multi-service, community based charitable organization that provides a wide range of programs and services to improve a person's health. LAMP uses a co-ordinated approach to connect people to medical services and other programs that build personal resources. By providing services that improve physical, emotional, social and economic well-being, people can better control their health and environment.

### Job Summary

The West Toronto Diabetes Education Program (West Toronto DEP) is a partnership of five community health centres in West Toronto and East Mississauga that offers diabetes education and management support to adults and seniors living with Type 2 Diabetes to better manage their condition and prevent complications. Working within an interdisciplinary health promotion framework, the Diabetes Educator (Registered Nurse) provides diabetes education and support through individual counseling, group education sessions, advocacy, and outreach at different community locations.

The incumbent will ensure that all organizational policies are followed and adhere to the overall objectives of the program and the standards of the College.

### Primary Responsibilities

- Provide nursing assessment for clients living with pre-diabetes and Type 2 diabetes, taking into consideration client's level of knowledge, readiness to change, and socio-demographic background.
- Develop health maintenance care plan with client and health care team by integrating information about client's health status, clinical practice guidelines, and available community resources.
- Be able to identify and prioritize complex health and social issues.
- Ensure complete, accurate, and timely documentation of program activities and medical records.
- Monitor for accuracy, quality, and thoroughness through participation in chart reviews.
- Communicate information clearly and concisely to clients and health care providers on a regular basis.
- Experience with case management and case coordination with members of the interdisciplinary team and services within the community.
- Present health education sessions on various topics related to diabetes.
- Identify and build relationships with various community partners.
- Present clinical practice guideline updates to health care providers and clinical partners.
- Provide learning opportunities to students, new hires, and colleagues.
- Recommend improvements to existing procedures/services.
- Facilitate teamwork and promote group effectiveness.
- Respect people of diverse backgrounds and perspectives.
- Expected to participate in LAMP and West Toronto DEP committee work aimed to improve programs and client care.

### Required Qualifications

- Bachelor of Science in Nursing (BScN) or equivalent combination of education/experience.
- Certificate of Competence from the College of Nurses of Ontario.
- Current registration with the College of Nurses of Ontario.
- Three to five years' experience; preferably in community-based diabetes care.
- Certified Diabetes Educator (CDE) or evidence of working towards attaining preferred.
- Strong knowledge of diabetes pathophysiology, related laboratory values, and pharmacotherapy.
- Strong skills in nursing assessment, evidence-based practice, outreach, health promotion, interdisciplinary collaboration, and problem solving.
- Intermediate experience and strength in application of motivational interviewing counselling techniques in an adult population.
- Good working knowledge of the Diabetes Canada Clinical Practice Guidelines 2018.
- Experience with blood glucose monitoring, foot care, blood pressure and lipid management, medications/insulin, and working with medical directives.
- Demonstrated ability to teach and facilitate groups using principles of adult learning.
- Sound clinical judgement with regard to treatment recommendations.
- Ability to manage own time, resources, flow of work to benefit self, staff and clients.
- Superior problem solving skills and flexible, with the ability to prioritize and time manage in a very busy and demanding office environment.
- Excellent interpersonal skills necessary to work effectively across all levels of the organization's diverse workforce.
- Excellent communication skills, both verbal and written, with the ability to clearly convey information and ideas.
- Positive attitude and dependable with strong initiative and the ability to work both independently and in a team oriented atmosphere.
- Open minded, eager, and willing to constantly learn and improve oneself.
- Respect people of diverse backgrounds and perspectives.
- First Aid and CPR is a requirement and must be kept current.
- Updated immunization record, clear criminal background check and Vulnerable sector check is required upon hire.
- Valid Driver's License is an asset.
- Knowledge of LAMP Community Health Centre and the South Etobicoke community.
- A second language that is reflective of the community being served is an asset.

### Proficiency in the Following Computer Skills

- Solid working knowledge and ability to navigate a PC windows environment, including shared drives.
- Strong skills and experience using Microsoft applications (Word, Outlook, Excel, PowerPoint & Publisher).
- Strong skills and ability to easily navigate the internet/intranet environment.
- Experience and accuracy using database applications (i.e. Electronic Health Records – Purkinje & Nightingale, funder databases, etc.)
- Ability to learn new software quickly and willingness to continuously develop technology skills.

### Working Conditions

- Work up to one evening per week and up to one weekend per month.
- Working with clients with complex social and medical needs.
- May require independent work with variability in interdisciplinary supports.
- High caseloads - must be able to multitask, work in a fast paced, multi-faceted environment and make efficient decisions.
- Travel to multiple locations for clinics, mobile clinics, and outreach. Driver's license (G or G2) and vehicle recommended.
- The majority of work will be conducted via Davenport-Perth Neighbourhood and Community Health Centre and occasionally via Four Villages Community Health Centre.
- Ability to effectively understand the appreciation of guiding fundamentals at LAMP, i.e. Health Promotion, Anti-Oppression; Harm Reduction and the principles of community-based practice. **“Walk the talk.”**

- There is an expectation for all employees to participate in two events per year for the agency; these events may be during the evening or on a weekend.

### Physical Requirements

- Data entry, with long periods of time sitting stationary in front of a computer monitor while keyboarding.
- Ability to balance all job requirements in a busy atmosphere, including responding promptly to all communication.
- Frequent standing and sitting for extended periods of time and some occasional lifting may be required.
- Demonstrates good and safe work habits, and maintains a clean working environment.
- Ensures full compliance with LAMP's Health and Safety regulations and LAMP's policies and procedures.

As part of our mandate for inclusivity, reasonable accommodations can be made for all incumbents to perform the described physical functions of the aforementioned job.

*LAMP Community Health Centre is dedicated to achieving a workforce that reflects the diversity of the community it serves and encourages applications from equity seeking groups.*

Please send your resume with a cover letter to **Human Resources:**

<b>Email Address</b>	<b>recruiting@lampchc.org</b>
<b>Subject</b>	<b>Job Opening for Nurse Educator (Registered Nurse), Allied Health, Diabetes</b>
<b>Internal Deadline</b>	<b>5:00 p.m. on January 14, 2021</b>
<b>External Deadline</b>	<b>5:00 p.m. on January 21, 2021</b>

**This is a Bargaining Unit Position**

*We thank all applicants for their interest.  
However, only those selected for interviews will be contacted.  
No phone calls please.*