APN – TTP – Critical Care Unit (CrCU)

Regular FT

The Advanced Practice Nurse (APN) is a registered nurse who has acquired the expert knowledge base, complex decision-making skills and clinical competencies for expanded practice. The APN is an expert in specialized practice grounded in knowledge that comes from nursing and other theoretical foundations, experience and research, and is responsible for integrating and advancing clinical excellence through the application and evaluation of best practices. Emphasis in the position is placed on the enhancement/enrichment of clinical practice, interpersonal and leadership skills used to enhance patient and family care, the role of nursing and the promotion of organizational goals. The APN contributes to the quality of patient care through the component roles of advanced practitioner, educator, researcher and administration/leadership. The emphasis on each of these separate aspects of the role may vary over time in response to the evolving priorities of the program. This role will have a particular focus on CrCU with a secondary focus on supporting program ICU needs as assigned.

In collaboration with other Program and unit based leaders the APN will:

* Develop, promote, and role model evidence-based and best clinical practices
* Demonstrate and facilitate system leadership
* Mentor, support, and work to advance nursing practice within the inter-professional team
* Mentor and support staff in the development of CrCu core and advanced competencies through didactic and ‘hands-on’ bedside education
* Collaborate effectively with inter-professional health care team members across the care spectrum
* Foster a culture of civility and respect
* Engage in evaluation and research activities
* Lead and champion the integration of person- & family-centred care initiatives
* Identify and address the educational needs for the interprofessional team
* Participate in nursing recruitment and retention, mentoring of new staff and performance and practice reviews
* Lead and facilitate quality improvement initiatives across Critical Care

**Qualifications/Skills:**

* Current Ontario College of Nurses Certificate of competence
* Current BCLS certificate
* Current ACLS certificate an asset
* Master’s degree in Nursing (completed or in progress)
* Minimum 3 years recent experience in a Level 3 ICU, with proficiency in ICU advanced nursing competencies including Continuous Renal Replacement Therapy (CRRT) and Continuous EEG monitoring
* Prior ICU leadership or APN experience an asset
* Demonstrated ability to effectively lead and participate in change across programs and organizationally
* Demonstrated ability to mentor and support inter-professional team members
* Recent demonstration of leadership in quality and research initiatives
* Strong track record of quality and research presentations and dissemination of knowledge
* Demonstration of expert collaboration skills
* Excellent interpersonal, oral and written communications skills
* Demonstrated satisfactory job performance and attendance