**JOB SUMMARY:**
Under general supervision of the Director of Care in collaboration with the Resident Care Team, the Clinical Resource Nurse (CRN) is responsible for providing clinical expertise to the care team. The Clinical Resource Nurse is responsible for promoting quality resident care outcomes, including monitoring and support of a resident centered approach to care based on best practice. Clinical activities may involve direct care to the residents and/or the coordination of resident care within the health care team.

The position will promote the Mission of the Sisters Servants of Mary Immaculate by supporting the care values regarding the provision of quality care, loving environment, Christian ideals and principles, respect for life and dignity of person, and preservation of our traditional ethnic customs.

**QUALIFICATIONS:**
1. **Education**
   (a) Graduate of a recognized Registered Nurse program.
   (b) Bachelor of Nursing Degree preferred.
   (c) Current active registration with the College of Registered Nurses of Manitoba
   (d) CNA certification in Gerontology an asset.
   (e) Current CPR certification at Health Care Provider Level.
   (f) Current certification in all mandatory Regional Programs such as Feeding and Swallowing, Routine Practices, etc.

2. **Experience**
   (a) Minimum two years experience working in a Long Term Care setting preferred.
   (b) Minimum two years demonstrated clinical expertise with geriatric clients
   (c) Two years recent experience as a Minimum Data Set (MDS) and Care Organizer user preferred.
   (d) Demonstrated ability to work with minimum supervision.
   (e) Experience in coaching, mentoring and teaching staff an asset.

3. **Other**
   (a) Knowledge of the Ukrainian language is an asset
   (b) Possesses excellent oral and written communication skills
   (c) Good physical and mental health to meet the position demands.
**RESPONSIBLE TO:**
Director of Care (DOC)

**RESPONSIBILITIES:**

1. **Resident Care/Clinical Practice**
   (a) Performs as a clinical expert/resource to establish, maintain and improve nursing practice.
   (b) Provide clinical guidance and support to health care team members.
   (c) Provides direct resident care as required.
   (d) Communicates resident status concerns to appropriate health care team members.
   (e) Assists staff with evaluation of resident care goals and modification of interventions.
   (f) Maintains current knowledge of resident status and notifies Director of Care of complex situations.
   (g) Promotes adherence to facility policies, procedures, protocols and guidelines.
   (h) Facilitates nursing knowledge and clinical expertise in resident assessments.
   (i) Participates with staff to identify resources/equipment needs/repairs to meet resident care needs.

2. **Administrative**
   (a) Demonstrates ability to positively implement change.
   (b) Maintains current knowledge of Disaster Plans and appropriate responses to Emergency codes.
   (c) Collaborates with the medical and pharmacy staff in coordination of resident services.

3. **Professional Responsibilities**
   (a) Provides care in a professional manner consistent with the Registered Nurses Act, College of Registered Nurses of Manitoba Standards and Canadian Nurses Association Code of Ethics.
   (b) Reports unsafe practice, professional incompetence, professional misconduct and incapacity or unfitness to practice of any health care team member through appropriate channels.
   (c) Advocates for residents while respecting their right to self-determination.
   (d) Provides constructive feedback to members of the health care team in a timely manner.
   (e) Promotes professional development of self and others through education and training methods.
4. **Quality Improvement/Risk Management**
   (a) Enhances resident safety and minimizes risks.
   (b) Supports and participates in the facility’s quality improvement initiative/plans including audit analysis.
   (c) Participates in the education for and the evaluation of new products, equipment, technology and system processes for improved resident care delivery.
   (d) Monitors and supports standard/protocol compliance, including Manitoba Health, Canadian Council on Health Services Accreditation, Workplace Safety and Health.
   (e) Maintains current knowledge of Disaster Plans and appropriate response to Emergency Codes.

5. **Communication**
   (a) Assists the Resident Care Team in the timely communication of changes affecting resident care delivery and unit operations.
   (b) Maintains effective communication with other services to support quality care and service delivery.
   (c) Recognizes and reports situations, occurrences, problems or concerns in a timely fashion following appropriate communication channels.
   (d) Demonstrates interpersonal relationships in a manner, which enhances communication, promotes conflict resolution and facilitates staff development.

6. **Leadership/Supervision**
   (a) Fosters a team approach to resident care delivery.
   (b) Reinforces staff awareness of roles and responsibilities.
   (c) Collaborates with the Resident Care Team in the creation of an environment that encourages and supports creativity, innovation, critical thinking and a healthy/respectful workplace environment.
   (d) Communicates staff performance issues to Director of Care and provides feedback for nurse’s performance appraisals. Prepares and facilitates Health Care Aide performance appraisals.
   (e) Promotes effective interpersonal relationships by modeling professional conduct and practice.
7. **Education**
   (a) Assists with the implementation of required changes based on resident needs and care requirements in conjunction with policy standards and guidelines.
   (b) Acts as a clinical expert in the orientation and education of the health care team.
   (c) Identifies and reports educational and orientation needs to the Resident Care Team staff.
   (d) Facilitates education to staff as directed by the Resident Care Team.
   (e) Facilitates with the implementation of new or revised policies/procedures.
   (f) Acts as a resource with MDS programs and reports.

8. **Other**
   (a) Adherence to all safety and health regulations and safe work practices.
   (b) All other duties as assigned.