



## Perinatal Nurse (Contracted Part-time/Temporary) 21 hours/week

### **Reports To**

Coordinator/Program Director

### **Job Summary**

The Perinatal Nurse, under the direction of the Coordinator/Program Director, will primarily be responsible to advise clients and their families on health care including health promotion, disease, illness, and accident prevention. This position will collaborate with members of an interdisciplinary team to plan, implement, coordinate, and evaluate patient care and support in consultation with individuals and their families. This role will also respect and protect the rights of clients, including but not limited to their right to independence, autonomy, and self-determination; their right to choose and practice individual values, beliefs, religion, and culture; their right to privacy and dignity. The Perinatal Nurse must possess degree health sciences, or a field appropriate to the position and three years of experience in an appropriate field.

### **Program**

This program is an intervention for low to high-risk women and their families. This position will be responsible for providing direct outreach, nursing interventions, care planning, safety planning, home visitation, case management and advocacy services to mothers who have used alcohol and/or drugs during pregnancy or are at risk to, and to their children, partners and extended families when required.

### **Competencies**

- Adaptability
- Attention to Detail
- Client/Customer Focus
- Commitment to Health and Safety
- Communication
- Compassionate
- Cultural Sensitivity
- Harm Reduction Practices
- Organization
- Professionalism
- Teamwork
- Time Management
- Trauma Informed Practices



## **Job Duties**

- Performs nursing case management activities according to policies and procedures, in a confidential and professional manner.
- Identifies and monitors women's current and potential strengths and limitations including psychosocial, physiological, psychological, social-cultural, and spiritual needs.
- Plans, implements, and evaluates nursing care within an interdisciplinary clinical framework in accordance with Standards of Practice of the nursing college of B.C.
- Manages a caseload up to 10 in collaboration with multidisciplinary team.
- Assist clients in setting goals based on their individual needs assessments, and in identifying steps to achieve their goals and monitors progress.
- Identifies high-quality community providers and agencies whose services are relevant to needs and fosters those relationships.
- Provides outreach service to engage and connect with clients with the community agencies that will help meet their needs and goals, including cultural resource workers and Elders.
- Administers clinical assessment instruments dealing with highly sensitive and confidential information, according to policies and procedures.
- Collects and prepares data for computer entry. Charts in accordance with best practice and privacy policies.
- Coordinates scheduling and attends case management meetings and appointments with community service providers with whom the client is involved.
- Collaborate with members of an interdisciplinary team to plan, implement, coordinate, and evaluate patient care and support in consultation with individuals and their families
- Coordinates with housing support/case management services and documentation if needed.
- Provides outreach services to locate missing clients and engage them with the program.
- Be available to attend in-service training as needed
- Assists in providing orientation and training or information sharing to existing center staff as requested by Program Coordinator.
- Respect and protect the rights of clients, including but not limited to their right to independence, autonomy, and self-determination; their right to choose and practice individual values, beliefs, religion, and culture; their right to privacy and dignity
- Use effective interpersonal skills to communicate complex and sensitive information
- Always maintain work area in a clean and professional manner, ensuring proper tools and equipment are available when needed
- Monitor patient progress, keeping records, charts, reports, etc. up to date
- Provide a consistently high standard of care and support for clients
- Provide direct and comprehensive care and assistance to clients with specialized and complex needs
- Schedule or conduct follow-up meetings/appointments with clients
- Assess, evaluate, plan, and revise patient care/support



- Advise clients on alternative treatment options
- Encourage open communication among clients when discussing issues, problems, or concerns
- Ensure commitment to quality, patient safety, and risk management initiatives
- Provide education and support to clients and families
- Provide ongoing advocacy and support to clients
- Provide timely and astute information to other members of the team, as well as to individuals under direct care or support and their family members
- Demonstrate cooperation among other staff members to ensure efficiency of care and support for clients
- Protect the health and safety of others by adopting safe work practices and reporting unsafe conditions immediately
- Perform responsibilities of the position within the legislative and regulatory standards set out in the applicable federal, provincial, and municipal legislation
- Prepare and submit accurate reports, records, and charts
- May be asked to perform other duties as they relate to this position.

## **Job Requirements**

- Degree in science, health sciences, or a field appropriate to the position
- Three years of experience an appropriate field
- Certifications or licences appropriate to the position
  - Current nursing license (in good standing with the College), CPR, Infant CPR and First Aid Training
- Clean vulnerable sector check
- Is committed to improving the wellness of the whole person.
- Experience with addictions and mental health an asset.
- Experience on issues/projects working with prenatal substance abuse or equivalent combination of education and work experience
- Demonstrated ability to effectively engage with high-risk mothers and their families
- Ability to conduct interviews covering extremely sensitive and confidential issues
- Ability to deal pleasantly and effectively with a wide range of people of different ages and cultures, in potentially volatile and emotionally charged situations
- Ability to maintain positive professional boundaries without imposing personal judgments and expectations on families and clients
- Ability to make decisions in complex situations that could be immediately dangerous to life or health where no established guidelines exist
- Ability to effectively communicate both verbally and in writing
- Ability to work individually as well as part of a team
- Ability to work under extreme pressure and handle tense and stressful situations
- Demonstrated time management skills
- High flexibility with strong interpersonal skills that allow one to work effectively in a diverse environment
- High level of integrity and work ethic



- Knowledge of safe patient lifting/handling techniques
- Proven knowledge of case management processes and procedures
- Strong sense of ethics and the ability to handle sensitive or private information with tact and discretion

### **Work Conditions**

- Exposure to infectious waste or illnesses
- Safety precautions due to proximity with hazardous materials and/or contagious diseases
- High levels of stress and pressure
- Occasional overtime
- Interaction with others under varying circumstances-including situations of a highly sensitive nature
- Intermittent physical activity including walking, standing, sitting, lifting, and supporting clients

### **Acknowledgement and Agreement**

The above description reflects the general details considered necessary to describe the principal functions and duties as required for proper evaluation of the job and will not be construed as a detailed description of all the work requirements that may be inherent in the job. Employees may perform other related duties and tasks as required to meet the needs of the operation.

I acknowledge that I have received and reviewed this job description.

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Witness: \_\_\_\_\_



## **Perinatal Nurse Job Posting**

Kermode Friendship Society is looking to fill the position of Perinatal Nurse, who, under the direction of the Coordinator/Program Director, will primarily be responsible to advise clients and their families on health care including health promotion, disease, illness, and accident prevention. This position will collaborate with members of an interdisciplinary team to plan, implement, coordinate, and evaluate patient care and support in consultation with individuals and their families. This role will also respect and protect the rights of clients, including but not limited to their right to independence, autonomy, and self-determination; their right to choose and practice individual values, beliefs, religion, and culture; their right to privacy and dignity. The Perinatal Nurse must possess the following:

- Degree or diploma in science, health sciences, or a field appropriate to the position
- Three years of experience in an appropriate field
- Certifications or licences appropriate to the position

Kermode Friendship Society offers competitive compensation and career advancement opportunities.

Qualified applicants should contact [HR@kermodefriendship.ca](mailto:HR@kermodefriendship.ca)



## **Perinatal Nurse Interview Questions**

- How do you assess the emotional needs of your clients and the effectiveness of your assistance?

---

---

---

- How do you ensure that your involvement remains unbiased and ethical when emotionally sensitive situations arise?

---

---

---

- Tell me about a particularly difficult case. How did you help the patient?

---

---

---

- Tell me about a time when you went above and beyond to help a patient.

---



- 
- 
- Tell me about your experiences dealing with irate clients and the way you handled those situations.

---

---

Additional Questions:

- Please describe your experience in social services, especially working with women, children or chemical dependency.

- 
- 
- Please describe how you go about establishing a relationship with a patient.
- 
- 
-



- Please describe what actions you would take to engage a patient who is out using on the streets.

---

---

---

- Please describe how you would prioritize demands on your time, such as needy clients, clients in crisis, and paperwork.

---

---

---

- What kinds of experiences have you had working with mentally ill clients? How about threatening or violent behavior?

---

---

---



- Please describe any experiences you have had working with children from Birth to three years old.

---

---

---

- Please describe your “approach” to case management.

---

---

---

- What is the most valuable part to you, working with a team?

---

---

---



- Suppose you go to see a patient. When she opens the door, it is obvious that she is very high. In the brief moment, you look into the apartment, you can see that it is a disaster and you can hear the baby screaming. She realizes it is you and slams the door in your face, screaming obscenities. How would you handle the situation?

---

---

---

- Please describe your experience coordinating services with other providers.

---

---

---

- Please describe what kinds of documentation you have had to do?

---

---

---



What do you think is your most valuable trait or skill to contribute to:

- A team....

---

---

---

- To clients...

---

---

---