



**KTUNAXA
NATION**

We invite you to apply for the position of...

ABORIGINAL HEALTH COORDINATOR

SOCIAL SECTOR

PERMANENT PART-TIME POSITIONS FOR THE LOCAL HEALTH SERVICE AREAS IN THE EAST KOOTENAY:

- 75 FTE Cranbrook, Kimberley, Ktunaxa Nation, Aq'am First Nation
- .75FTE Elk Valley: Tobacco Plains, Fernie, Elkford, Sparwood.
- .75FTE Creston and Lower Kootenay Indian Band
- .75 FTE Invermere: Shuswap Indian Band and Akisqnuq First Nation

The Ktunaxa Nation is characterized by the spirit of courage, initiative, innovation, perseverance and leadership that it has brought to the work of preserving and protecting both the past and the future of its people. This has been accomplished through the exceptional commitment and vision of its human resources. It is therefore expected that employees who represent the Ktunaxa Nation will be committed to honouring the spirit of the Nation's work by putting their best into all that they do and by conducting themselves at all times ethically, professionally and respectfully.

POSITION SUMMARY:

The Aboriginal Health Coordinator supports and advocates for all Aboriginal patients/clients, caregivers and their families with the provision of health care services. This position will be focus on supporting primary health care service delivery and extend to acute health care as required.

The Aboriginal Health Coordinator is part of the interdisciplinary care network and is a resource for both health care providers and Aboriginal patients to ensure care is culturally safe, respectful, and effective. The role will focus on Primary Care Networks (PCN) with some additional liaison focuses as required (i.e. acute care, transition between acute and primary care). A PCN is a network of local health care providers designed to meet patients primary care needs. Within a PCN there are family physicians, Nurses and Nurse Practitioners, Allied Health Professionals and Aboriginal Health Coordinators, all of whom form partnerships in which they work together to provide health care services.

The Aboriginal Health Coordinator promotes patient access to community services that enhance continuity of care and efficient use of resources through:

- Supporting patient attachment,
- Participating in primary care team-based care,
- Supporting the delivery of culturally safe and agile care, and
- Support the transformation of primary care.

The Aboriginal Health Coordinator supports acute care through:

- ensuring care is culturally specific and ethno sensitive,
- participating in the discharge planning process to facilitate the timely discharge of patients while supporting patient self-care and independence, and
- providing necessary home support and follow up as required.

The Aboriginal Health Coordinator promotes patient access to community services that enhance continuity of care and efficient use of resources. This position maintains the community resource contact list for client health services. The position develops and presents culturally safe educational sessions for health providers regarding Aboriginal traditional health practices and approaches in the primary and acute care settings.

Given the need to participate in cultural and community ceremonies as well as community engagement activities flexible hours are required.

DUTIES AND RESPONSIBILITIES:

Supporting Patient Attachment/Access:

- Initiates and maintains working relationships with Aboriginal patients in order to enhance their ability to attach to and access primary health care services. Supports and advocates on behalf of Aboriginal patients and their families, as needed.
- Support Aboriginal people to have access to quality primary care and are attach with a PCN.
- Outreach to vulnerable and marginalized Aboriginal people.

Participating in Team-Based Care:

- Provides follow up as needed to service referral within and outside the health care team. Collaborates with Interior Health and the East Kootenay Division of Family Practice health care staff.
- Provides patient centered navigation for Aboriginal clients and works in conjunction with an interdisciplinary team of Interior Health and East Kootenay Division of Family Practice employees.
- Provides information regarding the provision of local health care services to patients, and families.
- Communicates with community health team members regarding patient health status and discharge plans and follow up.
- Provides follow up and support to patients.
- Support the provision of comprehensive health care services through networking with family physician offices and other health care providers including maternity, inpatient, residential, mild/moderate mental health and substance use, and preventative care;
- Where possible record into a common shared electronic medical record as part of the health team.
- Participates in acute based discharge care planning as required.

Supporting the Delivery of Culturally Safe and Agile Care:

- Provides consultation as required for health care providers, including health care physicians, regarding the provision of culturally sensitive care. Provides input into local program policies, protocols, or plans.
- Ensure care is culturally safe and appropriate.
- Support ceremony in health care in collaboration with health care team.

Supporting the provision of acute care:

- Facilitate patient, family and community voice in patient care planning,
- Participate in the discharge planning process by assisting in the early identification of patients needs and liaising with the appropriate community agencies and making referrals and coordinating services when requested.
- Communicate with community health nurses re: patient health status and discharge plans and follow up.
- Provide follow up and support to outpatients.

Supporting the Transformation of Care:

- Participates in primary health care planning by assisting in the early identification of patients needs and liaising with the appropriate community agencies.
- Coordinates meetings between Aboriginal health care providers, Interior Health care providers, East Kootenay Division of Family Practice, and other private health care providers.
- Using the East Kootenay PCN Quality Improvement Framework be willing to provide basic data to the Division and PCN Steering Committee for required Ministry of Health reporting indicators.
- Participate in curriculum development and delivery pertaining to providing health care services to Aboriginal patients.
- Participate in joint orientation, professional development, and training as part of the primary care team.
- Develop communication strategies and methods within the network of providers for public aimed at creating awareness about Primary Care services, and the support available for Aboriginal people.
- Facilitate and/or participate in community cultural and wellness gatherings and events.
- Facilitate cultural health and wellness in-services regarding cultural safety and terminology to health care providers.
- Participate in health care initiative events (i.e. Primary Care and team-based care initiatives).
- Prepare reports as required for the agency and the Primary Care implementation steering committee.

Qualifications:

Education:

- Degree in health care or social work, or two years related education in a social/health related field and demonstrated social/health related experience in an Aboriginal context.

Knowledge:

- Comprehensive knowledge of other health care disciplines and their role in patient/client care.
- Knowledge of patients/clients at risk and appropriate legislation acts; e.g. Health Care Consent Act, Mental Health Act, Adult Guardianship Act, Continuing Care Act, Freedom of Information and Protection of Privacy Act as it relates to the rights and obligations of patient/clients and staff.
- Understanding of impacts (trauma informed) practice, increasing safety (harm reduction) practice, wellness and healing (strength-based) practice, traditional and cultural approaches, relationship-based practice, integrated (collaborative) practice, and experiential (discovery) practice.
- Knowledge of BC health care system and medical terminology would be an asset; however, not required.

- Knowledge of declarations and significant reviews such as United Nations Declaration on the Rights of Indigenous People, the Truth and Reconciliation Commission's Calls to Action, and the Missing and Murdered Indigenous Women and Girls Calls to Justice.
- Familiarity with health benefits and information (i.e. FNHA, Metis Nation BC, Jordan's Principle, Cultural holistic approaches).
- Handles confidential information in a culturally sensitive manner.

Culturally Safe and Agile Care:

- Ability to provide competent and culturally safe support in a variety of settings and with diverse populations.
- Ability to promote Indigenous Cultural Safety and holistic care.
- Demonstrates relationship-based practices rooted in cultural and traditional approaches.
- Ability to deliver care utilizing the framework and traditional practices such as the Medicine Wheel; can articulate those practices and traditions to other providers.
- Familiar with traditional teachings such as the Seven Grandfather teaching, and a commitment to always honor those teachings, in working with team members as well as member of the Indigenous communities.
- An ability to practice two-eyed seeing and incorporate traditions knowledge and traditional ways with western medicine, honoring everyone's contribution to care.
- An ability to practice bio-psycho-social-spiritual care, support, and service.
- An ability to problem solve and use critical thinking skills to defuse critical issues.
- An ability to utilize strong interpersonal skills including an ability to deal effectively with conflict situations.
- An ability to work well under pressure, particularly during stressful and challenging situations.

Team Based Care:

- An ability to support seamless transition in care.
- An ability to communicate effectively, both orally and in writing, with patients/clients and their families, colleagues, Health Care Providers, and other health care staff, both one-on-one and in groups.
- An ability to utilize listening and information seeking skills that promotes communication and lead to a cooperative approach to problem solving within a multidisciplinary setting.
- An ability to establish workload priorities.
- An ability to adjust schedule to deal with unexpected situations.
- An ability to work independently and collaboratively as a member of a multidisciplinary team.
- An ability to respond to a variety of situations and responsibilities requiring initiative, creativity and professional judgment.
- Knowledge and skills to provide care coordination to a select caseload of patients/clients.

Other Requirements:

- Computer skills including the ability to use a computerized patient/client care information documentation system.
- Physical ability to perform the duties of the position.
- A valid driver's license, reliable vehicle, and business liability insurance.
- Criminal records check is required.
- Commitment to ongoing professional development.

Preference will be given to those with Aboriginal Ancestry.

Come with your willingness to learn!

Please specify in your application which position location you are applying for
and submit your cover letter and resume telling us what attracts you to the
position and how your experiences relate

to:

**Human Resources
Ktunaxa Nation Council
PO 7825 Mission Road
Cranbrook, BC V1C 7E5
KNC-HR@ktunaxa.org Fax: (250) 489-2438**

CLOSING DATE: Open until filled

We thank those who apply; however, only those selected for an interview will be contacted.