PALLIATIVE CARE NURSE – 200-26-3
Home and Community Care, Wellbeing
Full-Time

Applications will be received by Six Nations of the Grand River and Grand River Employment & Training (GREAT) up until 4:00 p.m. EST, Wednesday**, December 2, 2026,** for the **Palliative Care Nurse** with **Home and Community Care, Wellbeing.** The Six Nations of the Grand River Application for Employment Form, Job Posting and Job Description are available for printing from the www.greatsn.com website. Online applications accepted through My Job Search. **NO LATE APPLICATIONS ACCEPTED.**

Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community.

JOB SUMMARY: The **Palliative Care Nurse** reports to and works under the direction and supervision of the Manager of Home and Community Care.

Focusing on the whole person and family, the Palliative Care Nurse (PCN) collaborates with clients, families, care teams, physicians, health care institutions and the community to optimize the quality of life of clients and their families affected by life-limiting progressive health conditions.

As part of the larger interprofessional collaborative team, the PCN will optimize linkages and pathways in both clinical and supportive care for clients and their families who would benefit from a palliative care approach. This team will collaborate with primary care providers and other services in the implementation of shared-care plans, through the provision of assessment, referral and access to palliative care and grief support services. The PCN will support capacity building at the person, family and provider level through education, leadership and mentorship.

Type	Full-Time
Closing Date	December 2, 2026
Hours of Work	35hrs/week
Wage	$63,200 - $79,000

*A competitive compensation package will be offered commensurate with qualifications. *

BASIC QUALIFICATIONS:

- Bachelor of Science in Nursing or Diploma in Nursing for Registered Nurse (RN) candidates, or Diploma in Practical Nursing for Registered Practical Nurse (RPN) candidates; a master's degree is an asset.
- Current registration in good standing with the College of Nurses of Ontario

Six Nations Elected Council is an equal opportunity employer and will seek to accommodate the needs of individuals with disabilities in a manner that most respects their dignity. All candidates are encouraged to apply. Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community. Based on the need to provide qualified professional services, only those applicants meeting the minimum requirements will be invited for an interview.

as a Registered Nurse (RN) or Registered Practical Nurse (RPN).

- Willing to obtain the Canadian Nursing Association Certification in Hospice Palliative Care and/or other related training in Hospice Palliative Care preferred.
- RN candidates: Minimum one (1) year of recent related clinical experience with advanced knowledge in palliative care. RPN candidates: Minimum three (3) years of experience working in a palliative care setting, such as a hospice or palliative care unit, with advanced knowledge in palliative care.
- Strong communication skills with demonstrated experience working in an interprofessional team.
- Demonstrated knowledge of trauma informed care
- Excellent organizational, interpersonal, problem solving and decision making skills
- Evidence of continuing professional development
- Research and/or program evaluation experience with knowledge of evidence based processes including appraisal of research, application of findings and collaboration on research projects.

SUBMISSION PROCEDURE: (Choose <u>one</u> method <u>ONLY</u>):

<u>Method #1: Online</u>

1. Please visit: My Job Search to access our job board and follow the directions to apply.
2. Please ensure all required documents are provided/uploaded with your application package, which include:
    a. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
    b. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
    c. Copy of your education diploma/degree/certificate and transcript.
3. If you have any questions or need assistance please reach out to Eniola Owoso, HR Business Partner at 519-445-2223 ext. 5716 or via email at HRBP3@sixnations.ca.

<u>Method #2: GREAT</u> – Applications must include <u>all</u> of the following:

1. Printed, filled in and authorized Six Nations of the Grand River Application for Employment Form.
2. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualify you for this position.
3. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
4. Photocopy of your education diploma/degree/certificate and transcript.

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5. Place all documents listed above in a sealed envelope and mail to or drop off at:

Palliative Care Nurse – Full-Time – 200-26-3
c/o Reception Desk
Grand River Employment & Training (GREAT)
P.O. Box 69, 16 Sunrise Court
Ohsweken, Ontario N0A 1M0

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POSITION TITLE: **Palliative Care Nurse**

REPORTING RELATIONSHIP:

Reports to and works under the direction and supervision of the Manager of Home and Community Care.

PURPOSE & SCOPE OF THE POSITION:

Focusing on the whole person and family, the Palliative Care Nurse (PCN) collaborates with clients, families, care teams, physicians, health care institutions and the community to optimize the quality of life of clients and their families affected by life-limiting progressive health conditions.

As part of the larger interprofessional collaborative team, the PCN will optimize linkages and pathways in both clinical and supportive care for clients and their families who would benefit from a palliative care approach. This team will collaborate with primary care providers and other services in the implementation of shared-care plans, through the provision of assessment, referral and access to palliative care and grief support services.
The PCNC will support capacity building at the person, family and provider level through education, leadership and mentorship.

KEY DUTIES & RESPONSIBILITIES:

Technical Functions:

- According to the path of care; referrals will be received for the Six Nations Palliative Care Program from various access points
- The Palliative Care Nurse will work in collaboration with the Palliative Clinical Nurse Specialist, the Home and Community Care Palliative Team, Home and Community Care Case Managers, as well as other program partners (FHT) to:

- Provide person-centered care; ensuring the team is aware of the need for and the meaning of a person-centered approach.
- Perform formal, standardized clinical assessments and interventions within the scope of practice and professional standards from the College of Nurses of Ontario.
- Connect, collaborate, coordinate care and service for clients and families, providing information, support and guidance in decision-making.

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- Works with clients, family, hospital and community providers to facilitate transitions of care and service supports across multiple care settings to mitigate unnecessary hospital emergency room visits or admissions.
- Advocate for clients and families and assist them with system navigation
- Support clients and families to remain in their preferred care setting and access their preferred intervention choices including Traditional Hodi:noshoni medicines and ceremonies.
- Develop, deliver and evaluate the education provided to clients, families and other providers.
- Documents according to documentation standards established by the College of Nurses of Ontario as well as the policies and procedures established by the Department of Well-Being.
- Provide on-call coverage (monthly rotation of after-hours and weekends)

Communications Functions:

- Provides superior clinical communication and leadership skills.
- Effectively liaises with the Manager, staff, community members and the general public.
- Participates and provides leadership at clinical rounds.
- Notify team members and update files when client situations change including death of a client to ensure bereavement services are in place.

Administrative Functions:

- Maintains accurate and timely client charting through the Electronic Medical Record (PS Suites)
- Documents, tracks and prioritizes care requests to ensure all clients and families receive timely response, including follow up call to ensure care needs are met.
- Completes regular and timely statistical records required by the organization and the funders.
- Prepares information required such as reports, briefing notes, updates and correspondences.

Other Functions:

- Performs other job-related duties as may reasonably be required by the Manager of Home and Community Care.
- Provides support to the Six Nations Emergency Measures Plan by ensuring awareness of the Emergency Measures Plan and assistance as instructed by the Director of the Department of Well-Being

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- It is the responsibility of the employee to be aware of and adhere to all policies and procedures, including those that relate to client safety, staff safety and risk management.

WORKING CONDITIONS:

- Working as a high public profile, extensive public contact and is subject to deadlines and interruptions.
- Working with considerable out-of-office contact.
- Working may at times be subject to unscheduled hours and on call.

WORKING RELATIONSHIPS:

With the Well-Being Senior Leadership Team
Receives direction, guidance and discusses plans, priorities to ensure tasks are done efficiently and effectively, receives instruction and supervision.

With the Manager of Home and Community Care
Receives direction, guidance, and encouragement; discusses plans and priorities.

With Department Staff
Liaises, cooperates and provides encouragement; maintaining control through teamwork and direction.

With Other Staff
Maintains cooperation and consideration with all staff members.

With External Agencies
Represents and promotes Six Nations interests relative to Wellbeing; seeks to develop close working relationships.

With the Public
Represents and promotes the health service interests of Six Nations; works in a courteous, cooperative, positive, and proactive manner, and provides information as requested.

KNOWLEDGE AND SKILLS:

Minimum Requirements:

- Bachelor of Science in Nursing or Diploma in Nursing for Registered Nurse (RN) candidates, or Diploma in Practical Nursing for Registered Practical Nurse (RPN) candidates; a master's degree is an asset.
- Current registration in good standing with the College of Nurses of Ontario as a Registered Nurse (RN) or Registered Practical Nurse (RPN).
- Willing to obtain the Canadian Nursing Association Certification in Hospice Palliative Care and/or other related training in Hospice Palliative Care preferred.
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- Strong communication skills with demonstrated experience working in an interprofessional team.
- Demonstrated knowledge of trauma informed care
- Excellent organizational, interpersonal, problem solving and decision making skills
- Evidence of continuing professional development
- Research and/or program evaluation experience with knowledge of evidence based processes including appraisal of research, application of findings and collaboration on research projects.

<u>Other Related Skills:</u>

- Ability to establish and maintain effective therapeutic relationships with clients, families and service providers
- Strong organizational skills and attention to detail
- Must have valid driver's license and ability to drive and use own care
- Available to work 35 hours per week between Monday to Friday and to be on-call
- Strong knowledge of Six Nations Community and importance of culture as foundation
- Must demonstrate strong leadership skills
- Commitment to professional development and mentorship
- Experience in supporting reflective practice
- Strong organizational and time management skills
- Strong interpersonal, verbal and written communication skills
- Understands the importance of Confidentiality; Ability to work with tact and discretion
- High level of computer skills – Microsoft Office – MS Word and Excel
- First Aid and CPR certified preferred

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IMPACT OF ERROR:

Errors in judgement and in the conduct of duties could lead to lose credibility, poor public relations, confusion, duplication of effort and misinformation being given to the Director of Well-being, Human Services Committee, Six Nations Elected Council, Government Agencies and the public.

CONTROL:

Guiding principles set by the Department of Well-being and Six Nations Elected Council. Works within the administrative policies and procedures established by the Six Nations Elected Council for the Department of Well-being and other legislation provided by the respective governments.

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