



GOVERNMENT OF NUNAVUT

EMPLOYMENT OPPORTUNITY

Title: Instructor, Nursing and Health Science Programs

Re-Advertisement

Department: Nunavut Arctic College

Community: Iqaluit

Reference Number:

051-2021-NURS-10520

Type of Employment: Indeterminate

Salary: \$95,882 - \$108,810 per annum for 37.50 hours/week

Northern Allowance: \$15,016 per annum

Union Status: Nunavut Employees Union

Housing: Subsidized Staff Housing is not Available

Closing date: Open until filled

This is a Highly Sensitive Position and a satisfactory Criminal Record Check, along with a clear Vulnerable Sector Check is required.

As per HRM Directive 518, this employment opportunity is restricted to Nunavut Inuit in Iqaluit only.

Here is an exciting opportunity to join the Nursing and Health Science division of Nunavut Arctic College.

The Nursing Instructor, Nursing and Health Sciences is responsible for providing university level, college level and general level nursing preparatory education to participants in the Nursing programs. Graduates of the University program will be prepared to write the national nursing licensing examination: Participants who graduate from the Diploma in Practical Nursing program will be fully prepared to write the national Practical Nursing licensing examination. Participants in the Degree and Diploma programs will emerge as safe, competent nurses with a Bachelor of Science in Arctic Nursing Degree or a Diploma in Practical Nursing. Courses are delivered in the institutional classroom and/or laboratory settings and at clinical agency locations throughout Nunavut and in Halifax. This requires collaboration between the Canadian University partner, Nunavut Arctic College, local agencies, and Government of Nunavut Departments, such as Department of Education, and the Department of Health.

The incumbent is responsible for the planning, organization, delivery, and evaluation of University, Diploma and other Health Science courses in the Nursing and Health Science Programs of Nunavut Arctic College. The incumbent is responsible for ensuring learners in the classroom and clinical setting are prepared to provide safe care to clients according to the standards of the Registered Nurses Association of Northwest Territories and Nunavut (RNANT/NU). The level of responsibility of this position is high and directly impacts the learners, their patients, and the reputation of the Programs. The incumbent plays a significant role in preparing students for their licensing examination, currently the National Council License Examination (NCLEX-RN) for BScN graduates.

The minimum educational requirement for this position is Hold a Baccalaureate Degree in Nursing, Master's in Nursing Degree in progress preferred and a commitment to complete within 6 years of hire. Be eligible for registration with the Registered Nurses Association of Northwest Territories and Nunavut (RNANT/NU) and obtain registration prior to the start date of employment. Hold current Cardiopulmonary Resuscitation (CPR) Level C Certification prior to the start date of employment. Meet the selection criteria for faculty adjunct appointment with the collaborative Canadian University partner. Have at least two years recent clinical experience. Have experience in instructing adults and knowledge of adult instructional methods.

Fluency in both written & oral Inuktitut, knowledge of Inuit language, communities, culture, land and Inuit Qaujimagatuqangit is an asset.

An eligibility list of successful candidates will be created to staff future positions.

If you are interested in applying for this job, please email your cover letter and resume to nachr@arcticcollege.com . Please include the REFERENCE # in the subject line of your email.

- The Government of Nunavut is committed to creating a more representative workforce so it can better understand and serve the needs of Nunavummiut. Priority will be given to Nunavut Inuit. Candidates must clearly identify their eligibility in order to receive priority consideration under the Nunavut Priority Hiring Policy.
- Employment in some positions requires an acceptable criminal record check. Possession of a criminal record will not necessarily disqualify candidates from further consideration.
- Applicants may submit their resume in the Official Language of their choice.
- Eligibility list may be created to fill future vacancies.
- Job descriptions may be obtained by fax, email or on the website.
- Only those candidates selected for an interview will be contacted.



POSSIBILITÉ D'EMPLOI AU GOUVERNEMENT DU NUNAVUT

Poste : Enseignante ou enseignant,
programmes de soins infirmiers et de
sciences de la santé

Réaffectation

Ministère :

Collège de l'Arctique du Nunavut

Localité : Iqaluit

Numéro de référence :

051-2021-NURS-10520

Type d'emploi : Poste permanent

Salaire : De 95 882 \$ à \$108 810 \$ par
année (37,5 heures/semaine)

Indemnité de vie dans le Nord :

15 016 \$ par année

Statut syndical : Syndicat des employés du
Nunavut (SEN)

Logement : Un logement subventionné est
offert pour ce poste.

Date de clôture : Concours ouvert jusqu'à
ce que le poste soit pourvu.

Il s'agit d'un poste de nature très délicate et une vérification du casier judiciaire jugée acceptable ainsi qu'une attestation de la capacité à travailler auprès d'une clientèle vulnérable sont requises.

Conformément à la directive 518 du Manuel des ressources humaines, cette offre d'emploi s'adresse uniquement aux Inuits du Nunavut résidant à Iqaluit.

Voici une belle occasion de contribuer aux programmes de soins infirmiers et de sciences de la santé du Collège de l'Arctique du Nunavut.

L'enseignante ou l'enseignant des programmes de soins infirmiers et de sciences de la santé donne la formation préparatoire aux étudiantes et étudiants des programmes de soins infirmiers des niveaux universitaire, collégial et général. La ou le titulaire du poste prépare les diplômées et diplômés du programme universitaire et du programme de soins infirmiers auxiliaires en vue des examens nationaux pour l'obtention de leur permis d'exercice respectif. Le programme de baccalauréat en sciences infirmières arctiques et le programme de diplôme en soins auxiliaires forment de futures infirmières et futurs infirmiers voués à offrir des soins sécuritaires et de qualité. Les cours sont offerts en classe, en laboratoire et en milieu clinique dans l'ensemble du Nunavut et à Halifax. À cette fin, la collaboration est de mise entre l'université canadienne partenaire, le Collège de l'Arctique du Nunavut, les organismes locaux et les ministères du gouvernement du Nunavut, notamment le ministère de l'Éducation et le ministère de la Santé.

La ou le titulaire du poste est responsable de la planification, de l'organisation, de la prestation et de l'évaluation des cours universitaires, collégiaux et généraux des programmes de soins infirmiers et de sciences de la santé du Collège de l'Arctique du Nunavut. Elle ou il veille à préparer les apprenantes et les apprenants, en classe et en milieu clinique, à offrir des soins sécuritaires à la clientèle, conformément aux normes de l'Association des infirmières et infirmiers autorisés des Territoires du Nord-Ouest et du Nunavut. Ce poste s'accompagne d'un niveau de responsabilité élevé qui a une influence directe sur les apprenantes et les apprenants, la clientèle et la réputation des programmes. Cette personne joue un rôle crucial dans la préparation des diplômées et des diplômés du baccalauréat en sciences infirmières à l'examen du National Council Licensure (NCLEX-RN) permettant d'obtenir le permis d'exercice.

La personne retenue devra posséder un baccalauréat en soins infirmiers et, idéalement, posséder ou être en voie d'obtenir une maîtrise en soins infirmiers avec engagement de la terminer dans les six années suivant l'embauche. Elle doit également être inscrite auprès de l'Association des infirmières et infirmiers autorisés des Territoires du Nord-Ouest et du Nunavut ou pouvoir s'y inscrire avant la date d'entrée en fonction. De plus, elle doit posséder une attestation de compétences en RCR (niveau C) à jour au moment de l'entrée en fonction, satisfaire aux critères de sélection pour la nomination d'un membre auxiliaire du corps professoral de l'université canadienne partenaire, posséder au moins deux années d'expérience clinique récente et avoir des connaissances et de l'expérience en éducation des adultes.

La maîtrise à l'oral et à l'écrit de l'inuktitut constitue un atout, tout comme la connaissance de la langue, des communautés, de la culture et du territoire inuits ainsi que de l'inuit qaujimaqatuqangit.

Une liste d'admissibilité sera établie afin de pourvoir de futurs postes vacants.

Pour postuler à cet emploi, veuillez courrieller votre curriculum vitæ ainsi qu'une lettre de motivation à l'adresse nachr@arcticcollege.com. Veuillez inscrire le NUMÉRO DE RÉFÉRENCE dans l'objet de votre courriel.

- Le gouvernement du Nunavut souscrit au principe de la représentativité de l'effectif, afin de mieux comprendre et satisfaire les besoins des Nunavummiutes et Nunavummiuts. La priorité est accordée aux Inuites et Inuits du Nunavut. Les candidates et candidats qui désirent profiter de la Politique de priorité d'embauche doivent clairement indiquer qu'ils y sont admissibles.
- Pour certains postes, l'embauche est permise sous réserve qu'en l'existence d'un casier judiciaire, celui-ci soit jugé acceptable. Le fait de posséder un casier judiciaire n'élimine pas d'emblée l'étude de la candidature.
- Les candidates et candidats peuvent envoyer leur CV dans la langue officielle de leur choix.
- Une liste d'admissibilité pourrait être établie afin de pourvoir de futurs postes vacants.
- Il est possible d'obtenir les descriptions de poste par télécopieur, par courriel ou sur le site web.
- Seules les personnes invitées pour une entrevue seront contactées.



1. IDENTIFICATION

Position No. 70-10520	Job Title Instructor, Nursing and Health Science Programs	Supervisor's Position Manager, Nursing and Health Science Programs Position #: 70-01816	
Department Nunavut Arctic College	Division/Region Nursing and Health Sciences	Community Iqaluit	Location Nunatta Campus
Freebalance Coding: 03300-01-1-111-0302001-04-????			

2. PURPOSE

<p>Main reason why the position exists, within what context and what the overall end result is.</p> <ul style="list-style-type: none"> • The Nursing Instructor, Nursing and Health Sciences is responsible for providing university level, college level and general level nursing preparatory education to participants in the Nursing programs. Graduates of the University program will be prepared to write the national nursing licencing examination: Participants who graduate from the Diploma in Practical Nursing program will be fully prepared to write the national Practical Nursing licencing examination. Participants in the Degree and Diploma programs will emerge as safe, competent nurses with a Bachelor of Science in Arctic Nursing Degree or a Diploma in Practical Nursing. Courses are delivered in the institutional classroom and/or laboratory settings and at clinical agency locations throughout Nunavut and in Halifax. This requires collaboration between the Canadian University partner, Nunavut Arctic College, local agencies, and Government of Nunavut Departments, such as Department of Education, and the Department of Health.
--

3. SCOPE

<p>Describe the impact the position has on the area in which it works, or if it impacts other departments, the government as a whole, or the public directly or indirectly. How does the position impact those groups/individuals, the organization and/or budgets? What is the magnitude of that impact?</p> <ul style="list-style-type: none"> • This position is located in Iqaluit and reports to the Program Manager, Nursing and Health Science
--

- The incumbent is responsible for the planning, organization, delivery, and evaluation of University, Diploma and other Health Science courses in the Nursing and Health Science Programs of Nunavut Arctic College. The incumbent is responsible for ensuring learners in the classroom and clinical setting are prepared to provide safe care to clients according to the standards of the Registered Nurses Association of Northwest Territories and Nunavut (RNANT/NU). The level of responsibility of this position is high and directly impacts the learners, their patients and the reputation of the Programs. The incumbent plays a significant role in preparing students for their licencing examination, currently the National Council Licence Examination (NCLEX-RN) for BScN graduates.

•
In response to a health care system based on principles of primary health care, the Bachelor of Science in Arctic Nursing, delivered by Nunavut Arctic College in partnership with Dalhousie University, will prepare Nunavummiut to become Registered Nurses. Graduates will be prepared to work with individuals, families, groups and communities to provide health services to the people of Nunavut. Graduates will also be prepared to promote, maintain and strengthen health and to provide competent care to persons experiencing illness. The curriculum is designed to prepare graduates to meet the standards of nursing practice in Canada and to deliver culturally relevant primary health care and be eligible for registration in Nunavut with the Registered Nurses Association of the Northwest Territory and Nunavut (RNANT/NU). The Practical Nurse Program has been developed to prepare graduates to work in various settings in Nunavut to care for stable and predictable patients

- The incumbent, as a representative of the College, plays a critical role in creating and promoting a positive image within the community. The incumbent may be involved in recruitment and promotional initiatives on behalf of the College.
-
- The incumbent will attend regular program meetings, and communicate regularly with the Program Manager, Nursing and Health Science Programs. In addition to teaching responsibilities, the incumbent may be asked to assume other academic duties including student advising, licencing examination preparation, college committee membership, research, professional publications and presentations.
-
- As part of the College team, will be required to complete reasonable amount of non-instructional duties to attain the goals of Nunavut Arctic College.

4. RESPONSIBILITIES

Describe major responsibilities and target accomplishments expected of the position. List the responsibilities that have the greatest impact on the organization first and describe them in a way that answers *why* the duties of the position are being performed. For a supervisory or management position, indicate the subordinate position(s) through which objectives are accomplished.

•
In collaboration with other faculty members, and under the direction of the Program manager the Incumbent develops and delivers classroom and laboratory instruction and ensures that student needs and college program criteria are met by:

- Ensuring instruction meets the professional standards of Nunavut Arctic College, the Canadian University partner, the Registered Nurses Association of Northwest Territories and Nunavut (RNANTNU), or the Regulatory Agency for Professional Practice for Licensed Practical Nursing.
- Planning courses, lessons and units by establishing a syllabus for each course before the start of the term.
- Through research and in consultation with other program instructors recommending program/course materials, books, equipment and other resources.
- Recommending and participating in new curriculum and curriculum revisions.
- Delivering/instruction of content, using appropriate and varying instructional methods.
- Developing/ delivering course content that is representative of a University and College academic level of instruction.
- Delivering standard supervision of learners in clinical practicums, including detailed formative and summative evaluations.
- Developing and revising course content to reflect the current and changing Health care environment in Canada and Nunavut
- Developing/presenting course content reflecting the cultural, political, social and environmental realities of Canada with an emphasis on the Nunavut Territory.
- Assuring that teaching materials are consistent with latest and most current theories and knowledge.
- Providing opportunities for learner evaluation of course content and instructional quality.
- Maintaining a record of all course outlines and materials used in course/program delivery.
- Maintaining all course correspondence, attendance, progress reports and course marks.
- Evaluating learner performance skills and competencies to ensure patient and public safety.
- Developing and administering appropriate and varying methods for student evaluation.
- Working closely with guest lecturers to help prepare them for content discussion.
- Making recommendations to the Program Manager, Nursing and Health Science Programs regarding improvements and ongoing development and enhancement of the program.
- Fulfilling supplementary duties related to overall program delivery as delegated by the Program Manager, Nursing and Health Science Programs, including learner recruitment and orientation.
- Delivering courses outside the traditional 8:30 to 17:00 time period as required.
- Assisting other faculty members in course delivery as part of a college faculty team.
- Participating in any number of College programs, courses and curriculum committees as required.
- Participating in any number of research development activities as and when required.
- Maintaining an inventory of assigned instructional area hardware and software.
- Participating in learning/training for programming and maintaining health simulators when required.
- Ensuring equipment is in working order by doing minor or preventative maintenance and submitting work orders for repair.
- Ensuring that all materials and information prepared by the incumbent while carrying out his/her duties remain the property of Nunavut Arctic College.
- Making recommendations to the Nursing and Health Sciences Manager regarding improvements and ongoing development and enhancement of the program.
- Participating in online courses.

Addressing Learner needs by:

- Encouraging learner self-evaluation.
- Developing and maintaining goal-centred progress plans for learners as required.
- Assisting learners with recognising and understanding personal needs, values, problems, alternatives and goals.
- Developing and participating in course outcomes.
- Providing dedicated office hours to give assistance to learners outside the formal classroom (i.e.,

tutoring assistance with papers/essays, projects, assisting prior to examinations as and if needed).

- Referring learners to counselling or tutoring services as appropriate (i.e., personal issues, scholarly writing, and time management skills).
- Maintaining security and safety of the assigned instructional area.

Develops, delivers and/or co-ordinates learner clinical practicum at various agencies throughout Nunavut in order to assist the student in attainment of professional competencies by:

Development of clinical practicum:

- Utilizing standardized measurable criteria to assess clinical competencies.
- Identifying and addressing barriers to learner progress.
- Utilising adult learning theory within the clinical area.

Delivery of practicum:

- Maintaining professional and legal responsibility for direct supervision of groups of up to eight learners providing direct patient care within hospital and community health agency settings.
- Maintaining professional and legal responsibility for provision of direct patient care for the purposes of clinical instruction within hospital and community health care agency settings.
- Conducting evaluations of learner's' clinical performance.
- Traveling to communities as required for learner supervision of clinical practicum.

Coordination of practicum:

- Co-ordinating agency, learner, and College roles during clinical practicum sessions in collaboration with the Program Manager.
- Identifying with agency preceptors, required knowledge and competencies outcomes.

Arranging frequent meetings with agency preceptors to discuss learner competencies. Maintains and upgrades professional safety, competence, knowledge and skills by:

- Annual registration with the Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU).
- Annual certification of CPR Level C.
- Current personal immunization status (as per the Nunavut immunization schedule).
- The incumbent will maintain personal TB surveillance as per Nunavut Department of Health recommendations.
- Keeping current with professional health research and literature through:
 - *Attending professional conferences, workshops, and seminars.
 - *Consulting with other nurses, physicians and allied health care professionals.
 - *Participating in health research and initiatives.

5. KNOWLEDGE, SKILLS AND ABILITIES

Describe the level of knowledge, experience and abilities that are required for satisfactory job performance.

Knowledge identifies the acquired information or concepts that relate to a specific discipline. *Skills* describe acquired measurable behaviours and may cover manual aspects required to do a job. *Abilities* describe natural talents or developed proficiencies required to do the job.

These requirements are in reference to the *job*, not the incumbent performing the job.

- Hold a Baccalaureate Degree in Nursing, Master's in Nursing in progress preferred. Be eligible for registration with the Registered Nurses Association of Northwest Territories and Nunavut (RNANT/NU) and obtain registration prior to the start date of employment.
 - Hold current Cardiopulmonary Resuscitation (CPR) Level C Certification prior to the start date of employment.
 - Meet the selection criteria for faculty adjunct appointment with the collaborative Canadian University partner
 - Have at least two years recent clinical experience
- Have experience in instructing adults and knowledge of adult instructional methods.

Required skills and abilities include:

- Planning, delivery and evaluation of patient and/or nursing education in the work setting using adult learning principles
- Monitoring and evaluation of learners in a clinical setting an asset
- Excellent verbal and written English communication skills
- Negotiation and Conflict resolution
- Computer literac
- Experience working in rural or remote communities as a Nurse is an asset
- Knowledge of/or experience in research, professional presentations and publications
- Commitment to complete a Master in Nursing Degree within 6 years of hire
- Fluency in both written and oral Inuktitut along with an understanding of Inuit Cultural Traditions would be a definite asset.
- This position is considered highly sensitive and will require a Vulnerable Sector Criminal Records Check

6. WORKING CONDITIONS

List the unavoidable, externally imposed conditions under which the work must be performed and which create hardship for the incumbent. Express frequency, duration and intensity of each occurrence in measurable time (e.g. every day, two or three times a week, 5 hours a day).

Physical Demands

Indicate the nature of physical demands and the frequency and duration of occurrences leading to physical fatigue or physical stress.

Nature	Frequency	Duration	Intensity
Clinical Practicum – hours may be outside traditional 8:30 -17:00 hrs when assigned by Manager of Nursing and Health Sciences Programs	Regular	6-12 weeks per term	High
Exposure to chemicals	Regular		Moderate
Working with hospital equipment	Regular		Moderate
Computer Use – Terminal	Regular		Low
Exposure to infectious agents	Infrequent		Moderate
Travel	Regular		Low
Routinely present at workplace 8:30 a.m. -5:00 p.m.			Low
<ul style="list-style-type: none"> Exposure to chemicals will occur during practicum experiences in the Hospital and/or Community health settings. Use of hospital equipment is required for teaching purposes. Preparation of teaching materials and teaching requires the use of computer and exposure to the terminal. The incumbent will work out of Nunatta Campus with frequent travel to the various health care facilities in Iqaluit independently. Occasionally weather and time demands may make moving between buildings difficult. The incumbent will experience the physical demands of nursing care during clinical supervision including, but not limited to: heavy lifting, standing for long periods, fatigue from shift work, constant walking from room to room over an 8 to 12 hour period 			

Environmental Conditions

Indicate the nature of adverse environmental conditions to which the jobholder is exposed, and the frequency and duration of exposures. Include conditions that increase the risk of accident, ill health, or physical discomfort.			
Nature	Frequency	Duration	Intensity
Clinical Practicum	Regular	6-12 weeks per term	High
Office environment	On-going	10 months per year	Moderate to high
<ul style="list-style-type: none"> Air travel may be required in order to supervise Nunatta learner clinical practicum experiences and course delivery in health care sites outside Iqaluit. The incumbent will be required to use medical equipment to demonstrate skills in the clinical area as related to nursing practice. The clinical environment includes hospitals, health centres, group homes and community health settings. These settings may expose the incumbent to an unpleasant sensory environment including but not limited to: exposure to infectious agents and exposure to violent acts from patients. As an outsider to the various clinical agencies, the incumbent is exposed to an environment that requires constant negotiation and problem-solving. The incumbent is located in an office environment and may experience interruptions for meetings and other obligations. 			

Sensory Demands

<p>Indicate the nature of demands on the jobholder’s senses. These demands can be in the form of making judgements to discern something through touch, smell, sight, and/or hearing. It may include concentrated levels of attention to details though one or more of the incumbents’ senses.</p>
<p>The incumbent must respond to the demands of classroom and laboratory instruction as well as clinical supervision.</p>
<p>The incumbent must spend long hours in intense concentration both of a technical and an interpersonal nature in both classroom instruction and clinical practicum instruction.</p>
<p>The incumbent must spend long hours on the computer.</p>
<p>The incumbent must be able to meet the demands of the fast-paced clinical setting, ensuring the priority of patient safety.</p>
<p>The incumbent must be able to safely intervene in emergent situations within the clinical practicum environment</p>
<p>The clinical practicum setting may expose the incumbent’s senses to unpleasant or noxious stimuli.</p>

Mental Demands

<p>Indicate conditions within the job that may lead to mental or emotional fatigue that would increase the risk of such things as tension or anxiety.</p>			
Nature	Frequency	Duration	Intensity
Clinical Practicum	Regular	6-12 weeks per term	High
Office environment	On-going	10 months per year	Moderate to high
Classroom environment	On-going	10 months per year	Moderate to high
<ul style="list-style-type: none"> • The incumbent must respond to the mental demands of shifting back and forth from classroom, laboratory and clinical instruction. • The incumbent must meet the mental demands of the clinical practicum environment while assisting learners. Demands include, but are not limited to: developing and maintaining relationships with ill, critically ill, and dying patients and their families. • The incumbent is faced with significant mental demands through required ongoing communication in both clinical practicum and classroom instruction. • The incumbent may experience high levels of stress due to: <ul style="list-style-type: none"> ▪ The need to meet tight deadlines ▪ Conflicting priorities ▪ Managing time efficiently ▪ Discussion of sensitive topics ▪ Making decisions that may result in learner failure or withdrawal from the program • Supporting learners with diverse cultural, linguistic and academic backgrounds. 			

7. CERTIFICATION

_____ Employee Signature	_____ Supervisor Title
_____ Printed Name	_____ Supervisor Signature
_____ Date:	_____ Date
I certify that I have read and understand the responsibilities assigned to this position.	I certify that this job description is an accurate description of the responsibilities assigned to the position.
_____ Deputy Head Signature	
_____ Date	
I approve the delegation of the responsibilities outlined herein within the context of the attached organizational structure.	

8. ORGANIZATION CHART

Please attach Organizational Chart indicating incumbent’s position, peer positions, subordinate positions (if any) and supervisor position.

“The above statements are intended to describe the general nature and level of work being performed by the incumbent of this job. They are not intended to be an exhaustive list of all responsibilities and activities required of this position”.