



UNION JOB DESCRIPTION

JD5219

JOB TITLE:	Diabetes Nurse Leader	JOB DESCRIPTION NO.:	5219
CLASSIFICATION:	Direct Patient Care - Profile Classification - Level 4	GRID/PAY LEVEL:	NL4
COLLECTIVE AGREEMENT:	Nurses Bargaining Association	HSCIS NO.:	21002
UNION:	BCNU	JOB/CLASS CODE:	80315
PROGRAM/DEPARTMENT:	Chronic Disease Management & Nutrition Therapy Services	BENCHMARKS (If Applicable):	
REPORTING TO:	Manager		
FACILITY/SITE:	Royal Jubilee Hospital		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority, patient safety is a priority and a responsibility shared by everyone at VIHA; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Reporting to the Manager, the Diabetes Nurse Leader provides leadership in the day-to-day operations of the Diabetes Education Centres by performing duties such as supervising clerical staff, coordinating work activities of the team, and problem-solving day to day issues.

This position provides diabetes care to inpatients and/or outpatients. Responsible for patient assessment and teaching, in-group and individual settings, of individuals and families and staff with a variety of diabetes education needs. Utilizing knowledge and clinical expertise in diabetes, functions as a clinical resource nurse, providing consultation to physicians, and other health care teams regarding the care and treatment of people with diabetes.

In consultation with, and reporting directly to, the Manager, the Diabetes Nurse Leader provides practice leadership, coordination of education activities, supports quality improvement initiatives, and assists with establishing and maintaining goals, objectives, policies and procedures of the department.

Travels to various Island Health sites as required. Transportation arrangements must meet the operational requirements of Island Health (VIHA) in accordance with the service assignment and may require the use of a personal vehicle.

TYPICAL DUTIES AND RESPONSIBILITIES:

1. Provides diabetes education to patients and other health care team members:

- Utilizing clinical expertise in adult education, provides diabetes education to nursing staff and health professionals.
- Utilizes program criteria and clinical assessment to identify priority of patient needs and type of services required.
- Collaborates with dietitians, physicians, social workers and other health care team members to assess, develop, and implement education plans for persons with diabetes and their families. Evaluates and documents results.
- Acts as a resource person to physicians and nursing staff in the care of specific patients with diabetes. Participates as a member of a diabetes expert team providing diabetes education and patient case management to physician offices and other clinics as required.
- Communicates with physicians and other health team members regarding each patient's treatment and makes recommendations regarding diabetes management.

2. Provides frontline leadership of team in day to day operations:

- Develops and/or approves the final schedule for staff. Ensures completion of staff assignments, consulting as necessary and revising according to activity and staff changes;
- Ensures work assignments are effective in meeting the operational demands of the department and re-directs staff, as required, in order to provide optimal service.
- Plans and directs the orientation process for new staff and ensures ongoing training and education when indicated.
- Facilitates resolutions to workplace conflicts to ensure department standards are met
- Participates in recruitment and annual performance review of assigned staff by identifying staffing needs and vacancies, and facilitating staff recruitment in collaboration with Leader/Manager
- Investigates and resolves operational issues that may arise.
- Liaises with Staffing office regarding scheduling guidelines and payroll issues.
- Represents Diabetes Centre at various site-specific inter-disciplinary and operational meetings.
- Supports patient and staff safety through incident reporting, site inspections, violence prevention, and privacy requirements.

3. Provides supervision to clerical staff:

- Authorizes and approves overtime and minor operational expenditures.
- Provides input to Manager for individual staff performance planning; monitors and evaluates staff performance and provides constructive feedback through informal opportunities.

4. Identifies, implements and monitors quality improvement initiatives to support knowledge translation of evidence-based practice:

- Contributes to the development and revisions of departmental policies, procedures and standards for care
- Participates in program/organizational committees as required.
- Facilitates the implementation of program, organizational and professional standards
- Develops, recommends and evaluates diabetes education materials.

5. Performs other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

Current Certified Diabetes Educator (CDE) certification. Registration with BC College of Nurses and Midwives as a practicing RN registrant. A minimum of three (3) years' recent related experience in the care of diabetes and group teaching experience; demonstrated knowledge in the current theories, technologies and practices in the control of diabetes mellitus. A minimum of 2 years' supervisory experience; an equivalent combination of education, training, and experience will be considered.

Skills And Abilities

- Strong interpersonal and leadership skills;
- Ability to establish and maintain effective work relationships with patients and their families, members of the medical team, departmental employees and representatives of outside agencies.
- Ability to manage competing demands in a dynamic environment.
- Ability to function in a multiplicity of roles that are complex and diverse in terms of job responsibilities (e.g. education, program support and development).

- Ability to plan and implement major initiatives which have organizational or practice implications
- Ability to supervise;
- Ability to organize, prioritize, and problem solve.
- Ability to effectively employ human relation skills including conflict resolution;
- Self-directed.
- Ability to communicate effectively both verbally and in writing.
- Demonstrated critical thinking and problem solving skills;
- Ability to find creative solutions to problems and to develop alternate strategies to support quality improvement initiatives.
- Demonstrated commitment to collaborative practice and lifelong learning;
- Demonstrated ability to function as an effective team member, leader, mentor, and coach,
- Physical ability to perform the duties of the position.
- Confidently able to use computers, including Microsoft Office (Outlook, Word and PowerPoint).