

## Vacancy Posting

**Position Title:** Registered Dietitian (Diabetes Educator) in the Diabetes Education Program (DEP)

**Employment Status:** 6-month fixed duration contract (leave coverage)

**Hours of Work Schedule:** Full-Time (35 weekly hours)

**Salary Range:** Salary is commensurate on skills and experience, and within the range of \$59,737 - \$69,251 (pro-rated to hours worked), plus mandatory benefits including HOOPP (optional for contract staff).

**Position Reports To:** Andrea Groff, Clinical Services (Chronic Diseases Management)

**Director:** Francis Garwe, Director, Clinical Services

**Location:** 115 Grassmere Ave., Oshawa

### Organization – Quick Overview

Carea Community Health Centre is a recognized leader in redefining the experience of community based health and wellness services. We provide access to high quality holistic and inclusive care that is responsive to the needs of the community and empowers individuals to enhance their own well-being. We hold these values equally: (1) **Person Centered**; (2) **Inclusive**; (3) **Compassion**; (4) **Teamwork & Collaboration**; and (5) **Accountability & Reliability**. These five core values embody who we are, how we work, and are fundamental to our culture. Every member of our team demonstrates their commitment to these core values in their everyday activities. These values steer our decision making, guide the delivery of care and services, and govern how we interact with our clients, partners, and each other. Carea will continue to focus on building its capacity to provide a full range of health and wellness services to clients of all-ages across Oshawa, Whitby, Ajax and Pickering.

### Position Overview

Working as a member of an interdisciplinary team of health professionals, the Registered Dietitian Diabetes Educator provides education, consultation and liaison to clients, caregivers, family members and other service providers in Oshawa and contributes to the attainment of program objectives.

The Registered Dietitian is responsible for maintaining the professional standards of his/her discipline and in meeting the criteria of the job description set out by that discipline. Actively participating in regular team meetings, liaising with community based providers, advocating on behalf of clients and their families and participation in inter-professional patient and family conferences as needed. In addition, the Registered Dietitian is responsible for adhering to the standards specific to the DEP Team under the supervision of the Manager.

Additionally, the Registered Dietitian will collaborate within an interdisciplinary team of health professionals across the region/community network that influence the health environment targeted to the client population, as well as within the Agency's team structure, in support of goals that align with and achieve the Agency's strategy, Mission, Vision and Values. The collaborative practice of this position includes accepting referrals from, consulting with, or referring to other health care providers in order to promote comprehensive and continuous care in both primary and acute care specialty practice.

### Key Responsibilities:

- Perform nutrition assessment and counseling to individuals.
- Co-facilitate group education.
- Act as a client advocate on individual and systemic issues including organizing and/or mobilizing community members and/or other professionals in the support of diabetes self-management.
- Participate in case conferences and ensure comprehensive treatment for clients by providing information and consultation to other Agency staff, healthcare practitioners and community partners.
- Contribute/participate in team-based duties as assigned, including contribution to operational and team effectiveness, and overall workplace success initiatives across the organization.

- Actively lead/participate/partner on projects/committees, internal and external as applicable
- Contribute to policy/protocol development in relation to health care service delivery and/or professional practice.
- Engage in health promotion activities on and off site in conjunction with other service providers.
- Encounter (using assigned templates) and submit individual monthly statistical data as required.
- Participate actively in the development and promotion of the DEP throughout Oshawa and surrounding area.
- Contribute to the development, implementation, monitoring and evaluation of DEP protocols and directives.
- Perform chart documentation and chart reviews.
- Willing to maintain and develop professional competence.
- Other duties as assigned.

### Key Qualifications

1. Undergraduate degree in food and nutrition from a recognized university or equivalent Dietitians of Canada accredited Dietetic Internship.
2. Registration with the College of Dietitians of Ontario Certified Diabetes Educator (CDE) considered an asset
3. Adult Education certificate/experience considered an asset.
4. 3-5 years of current practice within a Diabetes Education Unit and/or equivalent.
5. Sensitivity and awareness of cultural, racial, economic, and socially diverse communities.
6. Proficiency in the use of computers and various software applications; knowledge of Nightingale (NOD) an asset.
7. Proven experience in program development, implementation, monitoring and evaluation.
8. Capacity to maintain professional links with other sister agencies, colleges and universities.
9. Valid Ontario Driver's license.
10. Subject to a police reference check.

**Key Attributes include:** Demonstrated Minimum Attributes core to the Agency: Service oriented, Initiative, results oriented, flexible/adaptable, collaborative, effective communication skills, team player, ability to manage risk within one's responsibility & accountability, ability to take accountability. In addition, the following are the role-specific attributes: Conceptual thinker; efficient, alliance builder, creative & innovative thinker, analytical/systematic, empathic, and crisis management skills.

### Working Conditions – Physical/Sensory/ Mental Demands Analysis:

- Regular client data entry requiring hand-eye coordination, as a result of computer use (e.g., electronic medical record system, regular PC), and handwritten notes / documentation-taking
- Required to work independently, while keeping the goals of the Agency, non-project and other sector of the community in mind.
- Required to regularly sit, and be prepared to facilitate learning sessions with clients that may require standing for longer than 30 minutes.
- May experience stress and stress related symptoms due to regular interaction with clients in crisis.
- May be exposed to illness and unsanitary conditions in which established H&S protocols must be adhered to at all times. In this, may be in contact with individuals and families in crisis who may be using substances and/or not attentive to personal health and safety for themselves,
- May have to manage physically threatening clients and be prepared to be responsible for own safety and safety of others.
- Regular interaction and collaborative work with cross-disciplinary colleagues and community care partners.
- Must monitor their own time and stress levels to ensure that they are able to effectively assist clients and colleagues. They may find that they are continually interrupted, and may have to quickly assess situations to respond appropriately.



*Care. Compassion. Community.*

**Application Process:**

- 1) Internal Candidates are welcomed to apply – resume and expression of interest must be sent to [hr@careachc.ca](mailto:hr@careachc.ca) **on or before June 12, 2018.**
- 2) External Applicants – we welcome referrals or external applicants. If you are interested in being considered for this position, please submit cover letter and resume outlining your qualifications and expectations by email to: [hr@careachc.ca](mailto:hr@careachc.ca) referencing posing name **on or before June 12, 2018.**

**Notes:**

- 1) The Agency is committed to transparent and merit based selection in all of its recruiting and hiring decisions. We embrace and celebrate our community's unique multicultural heritage and diversity.
- 2) **This position is subject to the successful completion of the following pre-employment conditions for all external hires:** Reference Checks; and Criminal Background checks (including Vulnerable Sector Screening). We welcome internal referrals and, depending on needs, may conduct an external search concurrent with internal posting. While we thank all external applicants for their interest in applying, only those qualified and considered for interview will be contacted. All applicant submissions will be kept on file for six months, for future consideration.

Carea Community Health Centre is committed to complying with all applicable standards as set out in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), the provisions of the Ontario Human Rights Code, and any other applicable legislation. **Accessibility:** If you have accessibility needs and require alternate formats or other accommodations please contact Paula Carter, Resource Development and Communications Manager at 905-723-0036, extension 1229, or by email to [pcarter@careachc.ca](mailto:pcarter@careachc.ca) . **Carea Community Health Centre and staff are dedicated to creating an inclusive environment that welcomes diversity. Every One Matters! Every One is Welcome!**