



Tehsakit'sen:tha

Kateri Memorial Hospital Centre

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www.kmhc.ca

Internal/External Job Opportunity

Kateri Memorial Hospital Centre is located in the vibrant Mohawk Territory of Kahnawake. We have a 73-bed inpatient facility in a homelike environment and extensive outpatient services. KMHC is dedicated to strengthening the health and well-being of Onkwehshon:'a (people) and providing quality health and preventative care services.

POSITION

Specialized Nurse Practitioner in Primary Care (NP)

Indeterminate (permanent) Full-Time (40 hours per week)

JOB SUMMARY

Under the authority of the Director of Nursing and Community Care, in close collaboration with the Director of Professional Services, the NP in this position provides nursing and medical care using a holistic and synergistic approach in partnership with families, relatives, and the community.

The NP will carry out their clinical activities in both Long Term Care (LTC) and the Outpatient Clinic (OPC). In LTC, they will assume the responsibility of primary care provider for a caseload of LTC residents. In outpatient clinic the role will be primarily be to support the access clinic and semi urgent appointments.

The NP provides care to clients of all ages with common health problems that fall within their scope of practice. They may also detect mental health issues and assess the user's mental condition but cannot diagnose mental disorders or determine the necessary treatment plan.

If the NP wishes to perform mental disorder assessments, it is possible to complete university training in accordance with the OIIQ Regulation on the training and clinical experience required for nurses to assess mental disorders.

The NP may, in accordance with section 36.1 of the Nurses Act (LII), perform the following eight medical activities based on her specialty class:

1. Diagnose diseases
2. Prescribe diagnostic tests
3. Use diagnostic or invasive techniques or those presenting risk of harm
4. Determine medical treatments
5. Prescribe medications and other substances
6. Prescribe medical treatments
7. Use techniques or apply invasive medical treatments or those presenting risk of harm
8. Monitor pregnancies

In addition to these medical activities, the NP performs advanced nursing care and is responsible for integrating and developing the following competencies:

- Teaching and Education
- Research
- Clinical Ethics
- Consultation and Collaboration
- Participates in the Nursing Council

REQUIREMENTS

Must hold a graduate-level degree qualifying for the specialist certificate from the Ordre des infirmières et infirmiers du Québec (OIIQ), the training certifications required by regulation, and an OIIQ specialist certificate.

SALARY

In accordance to the Quebec Ministry of Health and Social Services (MSSS) reference Group 1915:

Echelon 1 \$34,82 to Echelon 18 \$73,11 per hour, depending on experience.

DEADLINE

Friday, July 10, 2026

Posted: June 26, 2026

APPLICATIONS

Please submit the following documents:

- ✓ Application Form
- ✓ Letter of Intent
- ✓ Resume
- ✓ Proof of Educational Requirements
- ✓ OIIQ License

You can find the following documents on www.kmhc.ca/careers:

- Job Description
- Application Form

Submit applications to: kmhc.hr.kahnawake@ssss.gouv.qc.ca
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*Please note that preference will be given to Indigenous candidates.
Incomplete submission packages will not be considered.
Only selected candidates will be contacted



TITLE:	Specialized Nurse Practitioner in Primary Care (NP) Group Code 1915
DEPARTMENT:	Outpatient Care Services & Long-Term Care
SUPERVISOR:	Director of Nursing and Community Care
STATUS:	Indeterminate Full-Time
EFFECTIVE DATE:	April 2026
REVISION DATE:	

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RESPONSIBILITIES AND DUTIES

General Clinical Practice

NP Activities

The NP bases their practice on current guidelines and is familiar with the professional, ethical, and legal standards applicable to their profession and complies with them.

The NP updates their competencies according to an individual development plan necessary to maintain safe practice based on the latest evidence and in accordance with the OIIQ continuing education standard.

The NP performs the eight (8) professional activities listed above provided she has the necessary **competence**, the activities are **consistent** with her specialty class, they are **relevant** to the person's health condition, and they are **scientifically recommended**. At all stages of her clinical approach and for each of the eight professional activities, the NP is responsible for referring the person to another professional if the situation exceeds her competencies.

The NP performs the eight (8) professional activities by:

- Performing advanced clinic assessments
- Collecting rigorous and precise data, complemented by a structured physical and mental examination
- Using clinical judgment to analyze collected information
- Referring to reliable clinical data sources as needed to determine differential or provisional diagnoses
- Determining relevant diagnostic or clinical tests to establish a final diagnosis
- Developing an appropriate treatment plan
- Promoting health and disease prevention
- Ensuring client follow-up and writes concise, complete notes to support interprofessional collaboration

Other Functions:

- Provide required statistics or reports as needed
- Perform any other related tasks requested by the immediate supervisor
- Update her activities portfolio and present it annually during her evaluation

Collaboration with the Medical Team:

- Works closely with the medical team

- This collaboration is essential for safe client follow-up; referral and consultation pathways must be clear and well established between the NP and collaborating physicians
- Requests consultations from other professionals or specialists when necessary

Interprofessional Collaboration:

- Directs users to existing community resources and collaborates with them to implement services meeting client needs
- Receives consultation requests from other professionals, acting as a resource person and supporting the care team
- Ensures continuity of services in collaboration with care partners and supports transitions between services

Clientele:

- Provides care to clients of all ages with common health problems, mental health issues, and conditions within their scope of care; responsible for referring clients to appropriate services when needed
- Ensures proper follow-up for users within the limits of her specialty class

Documentation:

- Notes and reports must comply with current standards and deadlines according to facility regulations
- Responsible for documenting all steps of each professional activity listed above, as well as the complete clinical approach

Advanced Nursing Practice

Teaching and Education:

- Participate in identifying, developing, and evaluating clinical tools (collective prescriptions, practice standards, etc.) for her clientele in collaboration with the interdisciplinary team
- Participate in committees aimed at continuous improvement of care quality
- Contribute to planning, organizing, and developing NP internship opportunities with the Director of Nursing and Community Care
- Participate in welcoming, integrating, and supporting NP interns
- Participate in formative and summative evaluations during NP student internships

Research:

- Contribute to decision-making and program planning within her service
- Participate in research projects determined by her environment and immediate supervisor

Clinical Ethics:

- Recognize interpersonal and interest conflicts and manage them according to ethics and professional standards
- Analyze, in collaboration with the ad hoc ethics committee when necessary, the procedure to adopt in situations posing ethical issues

Consultation and Collaboration:

- Support nurses' and other professionals' clinical practice according to objectives and modalities agreed upon with her supervisor
- Prioritize support for clinical nurses in targeted sectors by acting as a mentor for nursing practice, related to nursing prescriptions and identification of collective prescriptions enabling them to fully assume the 17 reserved activities under the Nurses Act (section 36)
- Ensure implementation of service offerings for her clientele
- Contribute to organizing care and services related to her clientele
- Actively contribute to implementing collaborative and innovative strategies to ensure service access while maintaining quality, continuity, and efficiency
- Identify collaboration areas with clinical nurses and advanced practice specifics to avoid duplication in chronic disease follow-up or client monitoring

QUALIFICATIONS/REQUIREMENTSEducation/Experience:

Must hold a graduate-level degree qualifying for the specialist certificate from the Ordre des infirmières et infirmiers du Québec (OIIQ), the training certifications required by regulation, and an OIIQ specialist certificate.

Language Skills:

Demonstrate excellent communication skills

Ability to analyze and interpret general professional journals, technical procedures and governmental regulations

Able to write reports and carry out detailed written and verbal instructions

Ability to effectively present information and respond to questions from managers and clients

Physical Demands:

Regularly required to sit, stand and walk

Frequently lift and/or move varied client weights and occasionally lift and/or move equipment up to 20 pounds

Other Qualifications:

Ability to use Microsoft Office (Word, Excel) and e-mail

Demonstrated ability to communicate effectively with Indigenous people, including sound knowledge and understanding of issues impacting mental, emotional, physical and spiritual health in contemporary society

The commitment to learn about Indigenous culture and language to better understand and serve the clients

Ability to communicate in French language an asset

Demonstrate excellent interpersonal skills

Recognize the importance of teamwork within the interdisciplinary team

Enjoy working in a changing and challenging environment

The employee shall perform the services outlined in the above job description, including any related or incidental duties and responsibilities that may be assigned to him/her at any given time.

Incumbent

Date

Manager