



The Opportunity

Director, L'nu Nursing

Full-time

Location:

Millbrook, Membertou,
or to be determined

Closing:

April 12, 2024
at 4:30 p.m.

Please email your resume
and cover letter, in
confidence, to:

taji@mhwns.ca

Only those applicants selected for
an interview will be contacted.

Preference will be given to
Mi'kmaw applicants.

The Opportunity:

Director, L'nu Nursing

Tajikeimik is seeking a Mi'kmaw nurse leader to take on the role of Director, L'nu Nursing in our developing organization. Working in collaboration with others as part of our health transformation journey, the Director, L'nu Nursing will support the development and establishment of the Office of L'nu Nursing and the successful implementation of the L'nu Nursing Strategy in Nova Scotia. The L'nu Nursing Strategy aims to create a supportive and sustainable pathway for Mi'kmaw and Indigenous people to become leaders, researchers, educators, practitioners, and policy makers in the nursing profession in Nova Scotia by providing wrap-around nursing student supports and facilitating culture change within the educational and practice settings.

What you'll do:

- Leads the development of the provincial Office of L'nu Nursing to support future L'nu nurses and provide guidance and support to Nova Scotia education and health care organizations as they address the Truth and Reconciliation Commission Calls to Action.
- Strengthens L'nu nursing education and professional practice across Nova Scotia by prioritizing student success through sharing best practices across all sites, taking a student first approach.
- Based on a shared accountability for success among the Nova Scotia Departments of Advanced Education and Health and Wellness, Office of Health Professionals Recruitment, Tajikeimik, and the Schools of Nursing, builds an action plan, partnerships, and capacity to achieve the deliverables as outlined in the accountability agreement.
- Evaluates the L'nu Nursing Strategy and designs a bi-annual joint progress report for all partners to support shared learning, transparency and action.
- Identifies and strengthens pathways for Mi'kmaw and Indigenous students to prepare for and be successful in nursing programs.
- Develops a "See it to be it" environment for future L'nu nursing students and the Mi'kmaw/Indigenous Nurse Education Specialists.
- Supports the work of, provides guidance, oversees, and mentors the Mi'kmaw/Indigenous Nurse Education Specialists that will be established within the Schools of Nursing to provide personalized mentorship and support for Mi'kmaw and Indigenous students during the preparation and application processes and during academic nursing studies for PN, BScN, MN, NP, and PhD.
- Develops a comprehensive community-led/owned data strategy (OCAP based) to gather relevant information about the Mi'kmaw and Indigenous nursing workforce, Mi'kmaw and Indigenous student nursing school application, acceptance and study progress data during all nursing programs, and Mi'kmaw and Indigenous experience data for student nurses and for nurses working in all areas of the workforce.
- Creates partnerships with communities, key provincial/federal government departments, Tajikeimik, education and health system partners to build Two-Eyed Seeing and trauma informed learning and working environments within the Schools of Nursing and the health system.
- Provides nursing leadership and expertise to Tajikeimik in the health transformation process.



- Ensures that Mi'kmaw culture and values are central to the L'nu Nursing Strategy by integrating Mi'kmaw values, culture, and a Two-Eyed Seeing approach.
- Supports success by applying skills and knowledge in planning, facilitation, and project management.
- Provides effective project management support to key initiatives within their area of responsibility, developing business cases and workplans to ensure deliverables are achieved.
- Builds and maintains positive and effective working relationships with communities, Health Directors, Indigenous partner organizations, and government partners.

What we're looking for:

- You are a Mi'kmaw nursing leader with a vision for building and supporting L'nu nursing in Nova Scotia.
- You have a sound knowledge of Mi'kmaw culture and experience working with Mi'kmaw organizations.
- You are guided by and promote the Canadian Nursing Association Code of Ethics and the Nursing Standards of Practice of the Nova Scotia College of Nursing as the basis for nursing roles and responsibilities.
- You have a sound knowledge of the Truth and Reconciliation Commission Calls to Action, particularly in the areas of education, health, and health care.
- You have a sound knowledge of the health needs of Mi'kmaw people.
- You are a leadership and partnership builder with the ability to work effectively with multiple partners to implement positive change.
- Passion, personal alignment and commitments to Mi'kmaw health and wellness through self-determination over health resources

Your qualifications:

- Bachelor's Degree in Nursing. Master of Nursing preferred, or willingness to complete within a defined period.
- Registration with (or eligible for registration with) and a member of good standing of the Nova Scotia College of Nursing.
- Minimum of 5 years of nursing practice.
- Experience with applying and leading Two-Eyed Seeing in a variety of settings.
- Strong communication, collaboration, and partnership-building skills.
- Excellent informal and formal leadership skills.
- Demonstrated experience with coaching and mentorship.
- Expertise in Trauma Informed Care and Trauma Informed learning environments.
- Expertise in addressing and educating about racism and implementing antiracism strategies.
- Policy development and analysis experience.
- Knowledge of research methods and evaluation methods.
- Experience in Microsoft Office programs and design programs (e.g. Adobe Photoshop, InDesign, Canva). Experience interpreting and reporting Google Analytics would be an asset.
- Hold a Nova Scotia driver's license and willing to travel in Nova Scotia.
- Ability to communicate, verbally and in writing, in the Mi'kmaw language would be an asset.



- Highly motivated, organized, with planning and problem solving skills.
- Team player, with the ability to work independently.
- Passion, personal alignment, and commitment to Mi'kmaw health and wellness through self-determination over health resources.
- Preference will be given to Mi'kmaw applicants.

Salary to be negotiated based on experience.

The Organization: Tajikeimik

Tajikeimik is the new and developing health and wellness organization being created to lead health transformation on behalf of Mi'kmaw communities in Nova Scotia. In collaboration with Chiefs, Grand Council, and Health Directors, Tajikeimik will build on and evolve the health and wellness services and programs used by Mi'kmaw people in Nova Scotia; improve health service delivery; and strengthen coordination with Federal and Provincial health system partners—with the goal of improving overall health for Mi'kmaq and communities.

If you are a highly creative individual, seeking an exciting position in a dynamic environment where you can make a difference, Tajikeimik is looking for you.

Elukuti'kw wjit Naji-Wlo'ltinenew Utanminal.

***We are working toward better health
for all in our communities.***