



**Position Title:** Registered Nurse (RN)

**Department:** Health

**Term:** Full Time - One Year Term

**Salary Range:** \$40.00 - \$45.00/hr

**Work Location:** Paqtnkek Mi'kmaq Nation, Health Centre

**Reports To:** Health Director

**Deadline:** May 22<sup>nd</sup>, 2026

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**Job Description:**

Reporting to the Director of Health, the registered nurse performs nursing duties in relation to community health nursing, health education, treatment and rehabilitative services, health promotion and disease prevention for community members.

Provision of a comprehensive range of core nursing functions and services in First Nation communities, in program areas of community health, through promotion and maintenance of the health of individuals, families groups, communities and populations that value the principles of primary health care and focus on promoting health, preventing disease and injury, protecting population health as well as when required a focus on curative, urgent and emergent care, rehabilitation and supportive care.

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**Educational Experience:**

- University graduate with a Bachelor of Nursing or a Bachelor of Science in Nursing
- Must be registered with the College of Registered Nurses Nova Scotia and a member in good standing and maintain professional liability coverage through them.
- Must have successfully passed certification for immunization (or be able to take the certification soon after hiring) and must be re certified every three (3) years.
- A minimum of 1 year of recent, full-time clinical nursing experience in Public Health or Community Health is preferred.
- Work Experience Knowledge and understanding of First Nation health care services and the issues impacting the health of First Nation Communities.

**Certifications**

- BLS (Basic Life Support) - HCP level
  - Valid driver's license and access to reliable transportation for community travel
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**Knowledge:**

- Knowledge of health status of populations, inequities in health, the determinants of health and illness, principles of primary care, strategies for health promotion, disease, and injury



prevention, health protection, curative, urgent and emergent care, rehabilitation and supportive or palliative care.

- Knowledge of nursing which includes the nursing process, conceptual frameworks of nursing, theories, and principles of nursing practice. Problem solving techniques/skills are required to develop policies, procedures, and practices for community health nurses.
- Knowledge of evidence based clinical nursing practice, including, as required, current concepts of primary care nursing, for the delivery of treatment services including clinical treatment practices, techniques of intervention, disease symptoms and identification, trauma management requiring knowledge and skill in observing, assessing, and diagnosing illnesses and injuries.
- Knowledge and the application of concepts, principles and theories of trans-cultural nursing including knowledge of traditional, homeopathic, or other healing practices used in the community.
- Knowledge of First Nations cultures and backgrounds and the understanding of how culture impacts on communication patterns and attitudes and approaches to health issues.
- Knowledge of community health nursing practices
- Knowledge of nursing ethical codes and standards of practice
- Knowledge of current First Nations health issues
- Knowledge of the common acute, chronic, and emergent health conditions

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### **Responsibilities:**

- Community health nurses deliver comprehensive health services in First Nations communities. They are responsible for:
  - In-depth nursing knowledge, skills, and clinical expertise.
  - Advanced judgment through consultation and clinical practice
  - The position is committed to a proactive holistic approach to health and wellness and are committed to the delivery of services which are sustainable and honour the customs and traditions of First Nations communities.
- Applies and utilises key nursing knowledge and critical thinking to choose options and to plan, implement and evaluate programs and interventions to address health issues, considering relevant evidence, legislation and regulations and policies.
- Collects, assesses, analyzes, and applies information from various data sources to make evidence informed decisions for nursing services, program planning, development and priority setting with individuals, families, groups, and communities and interprets information for professional and community audiences.
- Uses evidence and research to influence health policies, programs and practices and synthesizes nursing and health knowledge from a broad range of theories, models, and frameworks to address the health status of populations, inequities in health, determinants of health, strategies for health promotion, disease, and injury prevention, health protection, case management.



**Competencies:**

- Effective communication, verbally and written.
  - Compassionate
  - Cultural Sensitivity
  - Organized
  - Time Management
  - Self-Awareness
  - Self-Management
  - Responsible Decision-Making
  - Social Awareness
  - Relationship Skills
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**To Apply:**

Interested candidates are invited to submit a resume and cover letter outlining their qualifications and experience.

**To:** David Kearns, Human Resources Director - Paqtnkek Mi'kmaw Nation

**Email:** jobs@paqtnkek.ca

**Subject Line:** "Registered Nurse (RN)"

**Or:** Deliver in person to the front desk at Paqtnkek Band Office during business hours. **Deadline:** May 22<sup>nd</sup>, 2026

**Preference:** Paqtnkek Mi'kmaw Nation is an equal opportunity employer and reserves the right to hire a qualified candidate of Indigenous descent if all other qualifications remain equal.

**We appreciate all expressed interest in this position; however, only candidates selected for an interview will be contacted. No phone calls, please.**