

Job Description

Licensed Practical Nurse

Licensed Care

At OPAL, we are redefining retirement and aging. Our vision is to develop and manage vibrant, inclusive retirement communities for people of all ages to live in.

We are a boutique retirement community on Vancouver's west side, offering you refined amenities and services that are designed with the highest standards in mind. Our homes suit a complete continuum of lifestyles, from active, independent living to Licensed Care.

YOUR ROLE

We are looking for dynamic, motivating people who are genuine and passionate about delivering service excellence and driven to make a meaningful difference in the day-to-day lives of our residents.

The Licensed Practical Nurse (LPN) assesses, plans, implements, and evaluates nursing care for their work assignment in accordance with competency guidelines within the Professional Standards outlined by the British Columbia College of Nursing Professionals (BCCNP) current legislative scope of practice and in accordance with the established policies and procedures of OPAL.

YOUR ACCOUNTABILITIES

- **Resident Care & Clinical Responsibilities:**
 - Assesses resident health status including, (1) differentiating between normal and abnormal physical findings; (2) recognizing deviations from mental health baseline, differentiating between dementia and delirium; and (3) taking appropriate action such as consulting with physician
 - Administer prescribed medications and treatments following established policies and physician instructions, under the guidance of the Director of Care or Immediate Manager.
 - Perform nursing care procedures, monitor outcomes, and document observations, reporting any concerns to the Director of Care or Team Lead.
 - Assist with resident admissions, discharges, and transfers according to policies and procedures.

- Encourage resident participation in decision-making related to their care plans and daily activities while supporting their independence.
- Assist residents with meals, monitor their nutritional intake, and report any concerns to the Dietitian and family members.
- Ensure adherence to infection control practices and provide education on outbreak management and infection control measures.
- **Team Leadership & Supervision:**
 - Supervise and provide direction to the nursing care team to ensure high-quality resident care.
 - Participate in staff training, onboarding, and orientation for students and new team members.
 - Collaborate with the Director of Care to conduct annual performance reviews and support professional development.
- **Communication & Documentation:**
 - Observe, document, and update resident conditions to maintain comprehensive and accurate care records.
 - Foster positive communication with residents, families, and colleagues to maintain a supportive and respectful care environment.
 - Reports risk management issues to the Director of Care or Direct Manager, including unsafe/unethical practices, hazards, incidents, near misses, workplace injuries, malfunctioning equipment, and safety issues and in writing.
- **Professional Development & Compliance:**
 - Attend conferences, training sessions, and continuing education programs to maintain and enhance nursing competencies.
 - Stay updated on best practices, regulatory requirements, and advancements in senior care and nursing.

YOUR CAPABILITIES

Education:

- Graduation from a recognized program for Practical Nurses or an equivalent combination of education, training, and experience recognized by the British Columbia College of Nursing Professionals (BCCNP)
- Maintains a valid Occupational First Aid Level 1 status and CPR “A” Certificate
- Maintains annual MDS competency
- Annual completion of Wound Care Basics Management online modules or equivalent
- Maintain Violence Prevention education, including but not limited to GPA NVCI, or Violence Prevention modules)

- Meets the physical requirements of the role

Experience:

- 1-2 years' experience in Licensed Care community is preferred

Skills:

- Excellent written and oral communication in English

YOUR WORK ENVIRONMENT

Work hours:

- Day shift: 7:00 AM – 3:00 PM
- Evening shift: 3:00 PM – 11:00 PM
- Night shift: 11:00 PM – 7:00 AM

* Your working shift and hours may be changed due to operational needs.*

YOUR REPORTING RELATIONSHIPS

Job Title of Immediate Manager: Director of Care

Employee Name:

Employee Signature:

Date: