Sioux Valley Dakota Nation

Employment Opportunity
Dakota Oyate Lodge
Full-Time Permanent - Nurse in Charge

Position Summary: The Nurse in Charge demonstrates strong clinical judgment, provides leadership, recommendations, and support to nurses and Health Care Aides in the provision of resident care. Through assessment, supervision, and communication, the Nurse in Charge provides direction, responds in a safe and therapeutic manner to medical and psychiatric emergencies, ensures compliance with policies and procedures and maintains awareness of staffing levels. The Nurse in Charge directs same-shift staff reassignment to meet resident care needs and communicates with the Director for critical incidents. In addition, the Nurse in Charge is responsible for the Infection Prevention and Control Program, staff education, resident care oversight, policy implementation, and infection surveillance.

Position Duties:

Administration

- Maintains an awareness of resident care provided in accordance with the continuous quality improvement principles which ensures high-quality and effective nursing care of Residents.
- Analyzes and evaluates resident care provided and recommends improvements.
- Ensures compliance with established policies and procedures by staff.
- Maintains an awareness of safety, security and emergency policies and procedures and ensures staff adherence.
- Maintains adequate staffing levels throughout the facility and provides direction for reassignment of staff to meet resident care needs.
- Investigates all incidents and/or unusual occurrences related to resident care and notifies the Director.
- Collects appropriate data and evaluates Resident documentation, as required.
- Maintains accurate clinical and administrative records for Residents.
- Provides direction and supervises the activities of staff.
- Maintains current knowledge of the overall facility policies, nursing theory and nursing practices.

Resident Care

- Using the nursing process, appropriately plans and anticipates the nursing needs of the resident population.
- Utilizes knowledge of nursing practice and related sciences to perform nursing skills and interventions in accordance with professional standards.
- In collaboration with the interdisciplinary team, effectively develops and implements individualized care plans that build on resident strengths and promote maximum independence.
- Includes the resident and family in the assessment, prioritization, planning and evaluation of resident care. Also acts as an advocate for Residents and families when necessary.
- Responds in a safe and therapeutic manner to medical and psychiatric emergencies.
- Performs other nursing duties as required, within professional scope and competence.

Leadership and Communication

- Provides leadership to create an environment conducive to effective working relationships.
- Communicates and consults appropriately with the Director.
- Maintains and fosters confidentiality in all matters pertaining to Dakota Oyate Lodge residents and their families and staff.
- Facilitates an environment which fosters innovation consistent with Dakota Oyate Lodge's Mission, Vision, and Values.
- Supports staff participation in resident care and departmental decision-making so that the principles of safety, caring and efficiency are delivered.
- Uses communication skills to establish and promote a therapeutic rapport, teaches appropriate health care and promotes maximum health with residents and families.
- Participates in maintaining a safe and therapeutic environment through cooperation, a positive attitude, good judgment, analysis and monitoring of equipment.
- Participates in orientation and ongoing development of new employees/students from a variety of disciplines.
- Acts as a resource for staff in clinical decision-making, utilizing nursing and learning processes and appropriate resources.

This opportunity is open to all applicants; however, preference will be given first to citizens of Sioux Valley Dakota Oyate. We thank all applicants for their interest; only those selected for an interview will be contacted. To request the full job description, email hrapplications@svdngovernance.com.

Education and Professional Development

- Maintains current professional registration in Manitoba and provides proof on an annual basis.
- Evaluates personal performance on an ongoing basis. Participates in the performance review process based on the position description. Recognizes the value of self-appraisal and personal goal setting (in accordance with current professional and performance standards).
- Identifies personal education requirements through self-evaluations and supervision and participates in continuing education opportunities.
- Participates in public education activities and concerns of the Resident, family, and community.
- Participates in continuous quality improvement activities, as requested.

Qualifications:

- Possess a clear Adult Abuse Registry Check.
- Possess a clear Child Abuse Registry Check.
- Possess a clear Criminal Record Check (with Vulnerable Persons Sector).
- Current practising registration, in good standing, as a Licensed Practical Nurse (LPN), Registered Nurse (RN), or Registered Psychiatric Nurse (RPN) with the applicable Manitoba regulatory college (CLPNM, CRNM, or CRPNM).
- Three years of previous nursing experience preferred.
- Previous experience in a long-term care environment preferred.
- Current Basic Life Support (BLS) certification for health care providers or an equivalent accepted by Dakota Oyate Lodge.
- Current Non-Violent Crisis Intervention (NVCI) training or willingness to complete approved training.
- Valid Class 5 Driver's Licence when driving is required for assigned duties.
- Satisfactory Driver's Abstract when driving is required.
- Comprehensive knowledge of nursing theory and practice.
- Ability to read, write, and understand verbal and written instructions in English.
- Mentally and physically able to perform assigned duties, including the ability to maintain regular attendance to work in a very dynamic environment.
- Strong organizational, decision-making and problem-solving skills.
- Commitment to providing high-quality resident care.
- Demonstrates empathy, patience, and honesty.
- Evidence of the ability to work independently and react positively in a constantly changing environment.
- Demonstrates competence in resident education.
- Experience in the use of a resident-centred approach to caregiving.
- Advanced level of written and oral communication skills.
- Ability to make sound clinical decisions surrounding resident care.
- Ability to meet the physical and mental health needs of long-term care residents.
- Ability to supervise the clinical practice of allied and nursing personnel.
- Ability to perform proper body mechanics related to lifting, turning, positioning, and transferring of Residents.
- Ability to prioritize and refocus in a high-stress and fast-changing environment.
- Ability to respect and promote a culturally diverse population.
- Ability to respect and promote confidentiality.
- Evidence of continuing education and professional development.
- Proficiency with Microsoft Office applications, including Word, Excel, PowerPoint, and Outlook.

The duties listed are representative and are not all-inclusive. Additional related duties may be assigned within the nurse's professional scope, competence, and delegated authority.

Competition Number: 202697

Application Deadline: November 10, 2026

Submit a cover letter and resume indicating the competition number.

Human Resources Department
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