



ORCALELUM
A PLACE FOR HEALING

Job Description – Orca Lelum	
Job Title	Medical Director (MD) / Nurse Practitioner (NP)
Wage Rate Range	Min: 125 Max: 175/ hour
Location	Lantzville, BC
Reporting to	Clinical Manager
Weekly Schedule	Flexible
Weekends and Evenings Availability	On Call Potential
Employment Type	Contract

About the Company:

Located in the beautiful territory of Snaw-naw-as First Nation, Orca Lelum is committed to fostering a safe and nurturing environment rooted in Indigenous ways of being. Dedicated to the well-being of youth, we empower individuals aged 12 to 18 to reclaim their strength, resilience, and cultural identity. Guided by the principle of Nutsamaat Shqwaluwun – people working together with one heart and one mind, our holistic programs prioritize substance use recovery, wellness and trauma healing. We offer medically supervised withdrawal management and residential treatment in a 10-week program, aiming to instill a sense of purpose and connection that extends beyond treatment.

What's in it for you?

Join us at Orca Lelum, where you not only contribute to a thriving organization but also become part of a community-driven by cultural values and a shared commitment to making a positive impact. Come experience the fulfillment of working in a First Nations-led environment that values your well-being and growth. Additionally, you get comprehensive training and professional development provided.

Job Summary:

The Medical Director (MD) at Orca Lelum plays a fundamental role overseeing the medical aspects of the Orca Lelum 'Substance Withdrawal Support and Stabilization Program' in alignment with the organization's vision, mission, goals. Additionally, the MD will be participating in the development, implementation, evaluation, and quality improvement of medical programming.

Hours will be decided in collaboration with the clinical manager and case manager, ensuring adequate coverage. Because the centre is incrementally increasing in capacity, the hours of the role will expand over time. While 24/7 availability is not expected, when acute medical events occur, the medical director will be contacted outside of regularly scheduled hours.



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Job Duties and Responsibilities:

1. Demonstrate in-depth knowledge and understanding of Indigenous cultures, traditions, values, and beliefs to deliver culturally sensitive and inclusive care.
2. Partners with the clinical manager to oversee the provision of clinical health services, ensuring alignment with organizational goals and objectives. This involves regular communication, coordination of efforts, and joint decision-making to optimize the quality and effectiveness of healthcare delivery for Orca Lelum youth.
3. Perform admission assessments and regular medical rounds and review of all participants (aged 12-18) with nursing lead. To ensure comprehensive and customized care, the MD will collaborate with specialists as needed, collecting pertinent medical history, evaluating current health status and comorbidities, assessing developmental and behavioral factors, acuity, and resources required to adequately support their needs. These assessments aim to ensure appropriateness for admission, pinpoint immediate needs, set a baseline for continuous care, and inform personalized treatment plans. They also help determine the severity of conditions, prioritize care and resources, develop intervention strategies, and ensure prompt access to necessary care.
4. Liaise with family physicians as required, ensuring continuity of care and discharge planning.
5. Collaborate with the clinical manager to ensure adequate 'on-call' coverage.
6. Consult with addiction, psychiatric, and pediatric specialists in the development of standardized treatment plans and standing orders, fostering interdisciplinary collaboration, and optimizing care approaches to address complex health issues and co-occurring conditions.
7. Adhere to evidence and culturally informed practices, established protocols, guidelines, and regulatory requirements to safeguard patient safety and optimize health outcomes.

Qualifications & Requirements:

- Certification and Licensure: Current licensure as a prescriber (e.g., Nurse Practitioner; Medical Doctor) with relevant certifications and credentials relevant to the role.
- Has experience working with mental health and addictions in acute care and community settings.
- Valid First Aid Certificate - Emergency First Aid – Community Care
- Has experience working with pediatric / adolescent populations, including the capacity to assess behavioral and developmental aspects, while managing substance withdrawal.
- Has had immersive experience working with Indigenous Communities and/or People. Good working knowledge of Coast Salish teachings is an asset. Must consent to a criminal record check.



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- Must consent to a prior contact check.
- Good working knowledge of Coast Salish teachings is an asset.

Skills & Attributes:

- Ability to work independently as well as in a team
- Ability to handle crisis and crisis intervention
- Ability to work under stress/pressure
- Sound judgment and problem-solving skills
- Strong interpersonal and communication skills – written and oral
- Ability to effectively use standard computer applications

How to Apply?

Interested candidates, please send a copy of your cover letter and resume to careers@orcaelum.ca

We look forward to reviewing your applications and discovering the unique skills and experiences you can bring to our team. Join us in making a positive impact at Orca Lelum!

***Note:**

- *This job description is not intended to be all-inclusive. The employee may perform other related duties as required to meet the ongoing needs of the organization.*
- *The hours of work, including days off, may be subject to change consistent with the operational requirements.*
- *Qualified First Nations candidates will be given preference in accordance with the BC Human Rights Code section 42*