The College of Licensed Practical Nurses of Manitoba (CLPNM) has an exciting opportunity available in the role of Consultant – Policy and Practice.

**Position Summary**
The Consultant plays a vital role in the CLPNM’s Practice Department. The Consultant carries out research, environmental scans and analysis to develop options and recommendations for senior decision makers that are supported by strong rationale, and to develop sound practice guidance and educational resources for LPNs and stakeholders. The Consultant advises nurses, employers and other internal and external stakeholders on a wide range of professional practice topics to support safe, competent and ethical nursing practice, in accordance with the standards of the profession. The Consultant represents the CLPNM in external and collaborative initiatives with health system partners and other regulatory colleges locally, provincially and nationally. The Consultant takes initiative to ensure that the CLPNM is aware of, and responsive to, emerging trends and issues in the practice of the profession, as well as trends and issues that affect the practice of the profession. All activities are carried out in support of the CLPNM’s regulatory mandate to serve and protect the public interest. The Consultant reports to the Deputy Director but is expected to conduct their duties highly independently and with minimal supervision. Teamwork and an understanding of the regulatory objective of the CLPNM are essential to the position.

**Education & Experience**
- Bachelor’s degree or equivalent experience required. Degree should be in nursing, public policy/administration, health policy, political science, education or a related discipline.
- Master’s degree is preferred, or actively working towards completion of a Master’s degree.
- 5-10 years of experience as a regulated nurse is required.
- Experience practising as an LPN is an asset. Individuals who have not practised as an LPN must have extensive experience working with LPNs or educating LPNs.
- Knowledge of the scope of practice of LPNs, and the competencies of the profession, is required.
- Experience working in post-secondary education, nursing administration, or a regulatory environment, in a policy development and analysis role, or in an equivalent role, is required.
- Experience gathering information from a wide variety of sources, analyzing the information, and developing options and recommendations for senior decision-makers, to inform policy and guideline development, is required.
- Diverse nursing background is an asset.
- Experience interpreting and applying legislation is an asset.
- Experience coordinating large, multi-year projects affecting a range of stakeholders is an asset.

**Key Competencies**
- Demonstrated knowledge of the regulatory environment
- Demonstrated knowledge of the RHPA, LPN Act, Regulations, By-Laws, standards, scope of practice and competencies of the profession
- Working knowledge of health professions’ regulation and the CLPNM mandate and values
- Outstanding analytical ability
Able to extract relevant information from complex material for the purpose of both formulating and evaluating broad concepts and detailed strategies/directions/policies

Able to critically think, analyze and synthesize information, and independently develop recommendations and strategies that are supported by clear rationale

Able to produce and submit clear, concise, factual synopses, reports, plans, and presentations

Able to lead successful collaborations across various stakeholder groups

Effective, proactive and creative problem solver

Able to perform environmental scans and systematic literature reviews

Possess outstanding oral and written communication skills; comfortably able to manoeuvre through complex situations with tact

Superb interpersonal skills and the proven ability to build collaborative relationships with internal and external stakeholders across the health care sector, government and the public sector

Able to represent the CLPNM competently and professionally in all stakeholder interactions

Possess high level of cultural competence and sensitivity

Knowledge of readability/plain language principles

Able to maintain confidential and sensitive information

Exceptional attention to detail and accuracy

Able to produce highly professional correspondence and external communications for members of the profession and the public

Able to work highly independently and with minimal supervision, and as a team member, in a fast paced environment

Flexibility and ability to anticipate and manage projects with shifting priorities, demands and timelines through analytical and problem-solving capabilities

Excellent presentation skills, knowledge of best practices in communication for a variety of audiences

Experience planning, writing, editing, creating and formatting a wide variety of print and electronic communication materials

Demonstrated computer skills: Microsoft Office including Word, Excel, PowerPoint, and Outlook; familiarity with database software

For a full job description, visit www.clpnm.ca. Applications in the form of a resume and cover letter will be accepted by email (info@clpnm.ca) and by Canada Post until June 26, 2020, at 4:30 pm. We thank all applicants for their interest and will contact only those whose skills, knowledge and experience most closely match the requirements of the position. Those invited to interview for the position should anticipate that interviews will be conducted remotely, via video conference.